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A study of 1988-1989 beginning offers

$alary $urvey

July 1989

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

SPECIAL BULLETIN: A ballot was included with the March 1989 ***Salary Survey*** report so that users could indicate their preference for either monthly or annual salary figures. More than 800 users responded and 75 percent of them said they preferred annual salaries, the current format of the ***Salary Survey***. Thus, CPC will continue to report annual salary figures. However, we are investigating the possibility of reporting both annual and monthly figures.

Recruiting on college campuses has reportedly gained considerable momentum since last year. The July 1989 ***Salary Survey*** report supports this, showing substantial increases in average starting salary offers for most disciplines.

Starting salary offers to chemical engineers continue to climb. The average offer to these graduates is now $32,949, 6.3 percent higher than last year. However, since the March 1989 report, petroleum engineering surpassed chemical engineering to regain the top-dollar position. The average dollar offer to petroleum engineers rose 3 percent since last year to an all-time high of $32,987.

Men received 80 percent of the offers reported in the engineering disciplines. However, women graduates in petroleum engineering were offered the highest overall average engineering salary of $33,728.

Bachelor's-degree candidates in the business disciplines are also benefiting from this year's strong corporate recruiting. The average starting salary offer to accounting graduates increased 5.4 percent to $25,290. Business administration graduates experienced a 3.8 percent increase to an average of $22,274.

Graduates in human resources posted the biggest gain—a 13.4 percent jump to an average of $23,035. Management information systems graduates received an average dollar offer of $26,861, an increase of 8 percent since last year. Hotel and restaurant management graduates registered a slight decrease of 1.3 percent to an average of $19,859.

Offers to men and women in the business disciplines were closely split, with 53 percent of the offers going to men and 47 percent to women.

The expanded ***Salary Survey*** now reflects the demand for graduates in the allied health fields. Starting salary offers to these graduates rose 8.7 percent since last year to an average dollar figure of $24,496. Nursing graduates also gained. The increased demand for nurses pushed their average offer 4.8 percent higher to $24,789.

At the master's-degree level, graduates also fared well. Slight increases were garnered by M.B.A. candidates with both nontechnical and technical undergraduate degrees and no work experience. Those with experience received at least 3.3 percent higher salary offers. The greatest increase—8.9 percent—went to M.B.A. candidates with technical undergraduate degrees and two to four years of work experience. Their average dollar offer was $47,967.

The CPC ***Salary Survey*** July 1989 report covers the period from September 1, 1988, to June 5, 1989. The data include offers extended to students graduating between September 1, 1988, and August 31, 1989. There are 418 career planning and placement offices at colleges and universities across the United States participating in the ***Salary Survey***. The report is available to CPC members and ***Salary Survey*** subscribers. Additional copies of the July report are available to members and subscribers for $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC ***Salary Survey*** are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 418 career planning and placement offices of colleges and universities across the United States. Offers are reported from employing organizations in business, industry, government, and non profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

The ***Survey*** reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should only be regarded as an indication.

The ***Survey*** is available only to members of the College Placement Council and ***Salary Survey*** subscribers and is intended for the professional use of its constituents. Reports are issued in January, March, July, and September.

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Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Business							
Accounting	5,444	$25,290	$24,000	5.4%	$29,000	$25,500	$21,000
Business Administration (incl. Management Science)	1,411	22,274	21,456	3.8	28,000	21,996	16,800
Distribution Management	82	24,447	N/A	N/A	28,500	24,600	19,800
Economics & Finance (incl. Banking)	2,160	24,643	N/A	N/A	30,000	25,000	18,500
Hotel/Restaurant Management	124	19,859	20,124	-1.3	23,000	19,500	17,500
Human Resources (incl. Labor Relations)	136	23,035	20,316	13.4	28,800	22,125	18,000
Management Information Systems	514	26,861	24,864	8.0	31,000	27,000	23,000
Marketing/Marketing Management (incl. Research)	1,605	22,523	N/A	N/A	27,300	22,500	18,000
Real Estate	50	23,571	N/A	N/A	32,000	22,000	18,000
Communications							
Advertising	75	19,367	19,380	-0.1	24,000	19,000	15,000
Communications	298	20,761	20,220	2.7	27,000	20,900	15,000
Journalism	119	19,595	18,372	6.7	26,400	19,000	14,000
Telecommunications/Broadcasting	54	19,239	N/A	N/A	25,500	19,474	13,000
Education							
Elementary Education	383	18,578	N/A	N/A	23,000	19,000	13,084
Pre-Elementary Education	10	16,203	N/A	N/A	*	*	*
Physical Education	35	19,309	N/A	N/A	24,700	18,785	14,200
Special Education	88	19,879	N/A	N/A	24,500	19,000	17,000
Home Economics							
Human Ecology	24	18,655	N/A	N/A	24,180	18,150	13,632
Textiles & Clothing	98	19,944	N/A	N/A	25,000	19,500	17,000
Merchandising Management	50	19,458	N/A	N/A	22,200	19,000	16,500
Humanities & Social Sciences							
Foreign Languages	55	20,666	N/A	N/A	26,000	20,000	16,000
Letters	189	20,348	20,664	-1.5	26,500	20,000	15,000
Visual & Performing Arts	77	18,099	N/A	N/A	24,000	17,136	12,456
Humanities-Other	111	23,010	N/A	N/A	30,000	22,000	17,000
Criminal Justice	64	20,521	19,512	5.2	28,000	19,750	12,584
History	86	21,275	22,848	-6.9	26,400	21,250	14,700
Political Science/Government	190	22,116	N/A	N/A	30,000	22,000	15,700
Psychology	229	19,061	20,592	-7.4	27,000	18,000	12,480
Sociology	86	19,021	N/A	N/A	25,000	18,500	14,000
Social Sciences-Other	96	20,205	N/A	N/A	29,500	19,650	14,000
Engineering							
Aerospace & Aeronautical	433	29,424	28,176	4.4	31,600	29,700	26,640
Agricultural	29	25,984	25,020	3.9	30,600	27,500	19,000
Architectural	31	25,871	N/A	N/A	28,080	26,300	24,960
Bioengineering & Biomedical	26	28,135	28,272	-0.5	32,500	29,000	24,300
Chemical	1,760	32,949	30,996	6.3	34,800	33,000	31,200
Civil	1,085	26,735	25,596	4.5	32,000	26,400	22,880

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Continued . . .							
Computer	471	$ 30,413	N/A	N/A	$ 33,500	$ 31,000	$ 26,000
Electrical	3,279	30,661	N/A	N/A	33,500	31,008	27,000
Industrial	746	29,812	$ 28,476	4.7%	32,580	30,000	26,000
Mechanical	3,037	30,539	29,388	3.9	33,280	30,900	27,500
Metallurgical	257	30,708	29,448	4.3	33,000	30,900	28,200
Mining	32	26,840	N/A	N/A	31,000	28,900	21,000
Nuclear	53	31,281	28,740	8.8	33,000	31,500	29,000
Petroleum	117	32,987	32,016	3.0	36,600	34,800	25,752
Textile	46	26,633	N/A	N/A	31,500	25,500	24,000
Engineering Technology	389	28,310	27,396	3.3	33,000	28,300	22,000
Industrial Technology	84	26,652	N/A	N/A	29,400	27,492	23,000
Agriculture & Natural Resources							
Agribusiness	49	23,177	N/A	N/A	30,000	23,000	17,000
Animal Sciences	23	19,381	N/A	N/A	22,500	19,992	15,200
Plant Sciences	9	20,031	N/A	N/A	*	*	*
Natural Resources	13	21,622	19,932	*	*	*	*
Other Agricultural Sciences	68	21,656	N/A	N/A	26,000	22,050	15,500
Computer Sciences							
Computer Science	1,215	28,557	N/A	N/A	32,500	29,000	23,040
Computer Programming	118	28,711	N/A	N/A	33,800	30,000	20,100
Information Sciences & Systems	344	26,853	N/A	N/A	31,500	27,000	23,000
Systems Analysis	25	29,176	N/A	N/A	31,500	30,000	25,000
Health Sciences							
Allied Health	81	24,496	22,536	8.7	30,000	25,000	18,400
Health Sciences	34	20,911	N/A	N/A	28,900	18,500	15,000
Nursing	223	24,789	23,652	4.8	30,000	24,000	19,200
Pharmacy[1]	110	35,173	34,356	2.4	41,000	37,000	27,664
Sciences							
Actuarial	32	30,244	N/A	N/A	33,000	30,000	28,000
Architectural & Environmental Design	32	23,763	N/A	N/A	28,000	24,200	18,000
Biological	69	20,998	20,364	3.1	29,200	20,500	14,067
Chemistry	133	26,698	26,004	2.7	33,120	28,000	18,000
Geological	19	23,724	N/A	N/A	*	*	*
Mathematics (incl. Statistics)	245	26,789	N/A	N/A	32,004	27,500	18,710
Physics	51	28,296	27,816	1.7	32,011	30,000	20,500
Other Physical & Earth Sciences	15	22,629	21,216	*	*	*	*
	28,696						

N/A - No historic data available
* Not computed for fewer than 20 offers
1 Pharmacy is a 5 - year degree program

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Finance							
Accounting (Public)	4,492	$25,765	N/A	N/A	$29,004	$26,000	$22,500
Accounting (Private)	1,116	23,495	N/A	N/A	27,500	24,000	18,326
Commercial Banking (Consumer)	250	21,466	N/A	N/A	26,000	21,500	17,000
Commercial Banking (Lending)	222	23,003	N/A	N/A	27,144	22,500	18,000
Investment Banking (Corporate Finance)	78	27,030	N/A	N/A	32,500	27,180	20,400
Investment Banking (Mergers & Acquisitions)	28	29,304	N/A	N/A	33,000	28,498	24,504
Investment Banking (Real Estate)	13	25,715	N/A	N/A	*	*	*
Investment Banking (Sales & Trading)	32	22,882	N/A	N/A	30,000	22,000	17,500
Financial/Treasury Analysis	638	25,780	N/A	N/A	30,720	25,897	20,000
Portfolio Management/Brokerage	89	23,789	N/A	N/A	30,000	24,000	18,000
Underwriting	147	21,929	N/A	N/A	25,000	22,000	17,928
Marketing							
Advertising	57	19,468	N/A	N/A	26,000	18,000	14,000
Brand/Product Management	261	23,621	N/A	N/A	31,200	23,000	18,000
Buyer/Merchandising	481	21,952	N/A	N/A	26,000	21,500	18,000
Market Research	133	24,526	N/A	N/A	31,200	24,500	17,600
Sales	1,830	23,153	N/A	N/A	30,000	23,500	16,800
Communications							
Design/Graphic Arts	38	21,059	N/A	N/A	28,000	21,300	13,520
Media Planning	17	20,638	N/A	N/A	*	*	*
On-Air Reporting	8	16,438	N/A	N/A	*	*	*
Production	46	23,701	N/A	N/A	31,500	24,100	13,500
Public Relations	84	20,198	N/A	N/A	30,000	18,350	14,000
Writing/Editing	117	19,890	N/A	N/A	27,200	18,500	14,000
Public Administration							
Executive, Legislative, & General	42	19,205	N/A	N/A	24,464	19,425	15,000
Finance, Taxation, Monetary Policy	59	22,186	N/A	N/A	27,500	21,787	18,000
Economic Programs	18	20,732	N/A	N/A	*	*	*
Law Enforcement	56	20,918	$20,700	1.1%	30,000	19,500	15,000
Military	130	21,625	N/A	N/A	25,992	21,000	16,800
National Security	17	25,475	N/A	N/A	*	*	*
Urban/Regional Planning	21	22,589	N/A	N/A	27,000	23,000	17,000
Social Services							
Administration	129	21,085	N/A	N/A	30,000	19,500	14,000
Counseling	63	17,404	N/A	N/A	26,000	16,000	11,800
Fundraising/Development	6	18,983	N/A	N/A	*	*	*
Social Work	62	16,489	N/A	N/A	19,500	16,000	12,500
Engineering							
Bioengineering	56	30,776	N/A	N/A	33,600	32,000	25,300
Design/Construct	2,065	28,700	N/A	N/A	33,000	29,400	23,952
Environmental/Sanitation	227	28,622	N/A	N/A	33,000	29,000	23,088
Manufacturing/Industrial	2,865	30,639	N/A	N/A	33,300	30,950	27,492
Systems/Programming	452	30,219	N/A	N/A	33,000	30,820	25,343
Power Systems	405	30,169	N/A	N/A	32,697	30,600	26,580
Software Design & Development	494	30,503	N/A	N/A	33,996	30,680	26,500
Hardware Design & Development	416	30,925	N/A	N/A	33,500	31,200	28,000
Research & Development	954	31,002	N/A	N/A	34,200	31,710	25,500
Testing	399	29,179	N/A	N/A	33,000	30,004	24,000
Process Engineering	1,748	32,061	N/A	N/A	34,900	32,600	28,440
Other Engineering	1,212	30,854	N/A	N/A	33,600	31,200	27,900

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

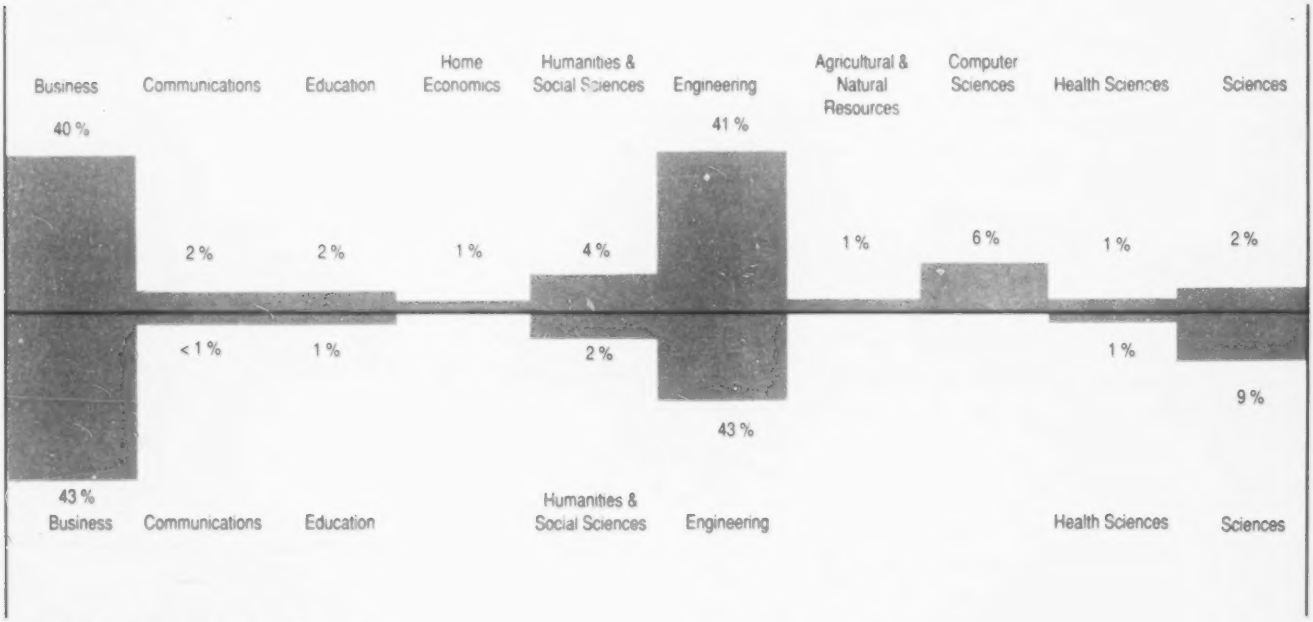
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Continued . . .							
Computer Science							
Computer Programming	1,039	$ 27,559	$ 26,892	2.5 %	$ 32,004	$ 28,000	$ 22,000
Information Systems	426	27,077	N/A	N/A	32,000	27,000	23,000
Systems Analysis & Design	568	28,220	N/A	N/A	32,400	28,788	24,000
Other Functional Areas							
Actuarial	88	28,714	N/A	N/A	33,000	29,100	23,500
Agricultural/Natural Resources	106	21,763	19,728	10.3	28,800	22,000	15,000
Architecture	33	23,041	N/A	N/A	28,000	22,800	17,000
Consulting	970	28,157	26,988	4.3	33,000	28,000	24,960
Human Resources/Industrial Relations	175	22,531	20,076	12.2	30,000	22,000	15,738
Management Trainee	1,959	22,148	20,892	6.0	29,120	21,000	17,000
Mathematician/Statistician	42	26,141	N/A	N/A	31,500	28,000	18,726
Nurses/Personal Care	223	24,831	23,760	4.5	30,552	24,000	19,000
Other Health Related	259	27,725	28,392	-2.3	41,000	26,500	17,000
Paralegal	26	19,632	N/A	N/A	27,000	20,000	13,920
Performing Arts (Entertainment)	10	14,964	N/A	N/A	*	*	*
Research (Nontechnical)	31	22,746	24,228	-6.1	27,996	22,800	18,000
Research (Technical)	46	20,949	25,404	-17.5	30,000	19,747	14,100
Teaching	622	18,909	N/A	N/A	24,000	19,000	13,700
	26,696						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 28,696



Master's Degree Candidates (Inexperienced)
Total Offers = 3,542

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers	- Men - Average $ Offer		- Women - Number of Offers	- Women - Average $ Offer	
	July 1989	July 1989	September 1988	July 1989	July 1989	September 1988
Business						
Accounting	2,619	$25,328	$24,096	2,825	$25,254	$23,916
Business Administration (incl. Management Science)	800	22,738	21,756	611	21,666	21,096
Distribution Management	53	24,324	N/A	29	24,673	N/A
Economics & Finance (incl. Banking)	1,320	24,659	N/A	840	24,634	N/A
Hotel/Restaurant Management	66	19,937	20,832	58	19,771	19,584
Human Resources (incl. Labor Relations)	71	23,951	20,268	65	22,035	20,340
Management Information Systems	281	27,004	24,900	233	26,589	24,828
Marketing/Marketing Management (incl. Research)	844	22,898	N/A	761	22,108	N/A
Real Estate	14	25,293	N/A	6	19,554	N/A
Communications						
Advertising	24	21,574	20,928	51	18,328	18,540
Communications	133	21,204	20,796	165	20,404	19,800
Journalism	37	20,438	18,876	82	19,215	18,024
Telecommunications/Broadcasting	23	17,627	N/A	31	20,434	N/A
Education						
Elementary Education	66	18,863	N/A	317	18,519	N/A
Pre-Elementary Education	+	+	N/A	10	16,203	N/A
Physical Education	19	19,243	N/A	16	19,387	N/A
Special Education	10	20,018	N/A	78	19,861	N/A
Home Economics						
Human Ecology	3	19,200	N/A	21	18,577	N/A
Textiles & Clothing	4	22,125	N/A	94	19,851	N/A
Merchandising Management	3	22,667	N/A	47	19,253	N/A
Humanities & Social Sciences						
Foreign Languages	18	22,334	N/A	37	19,855	N/A
Letters	67	21,779	22,728	122	19,562	19,764
Visual & Performing Arts	29	17,527	N/A	48	18,445	N/A
Humanities-Other	53	22,969	N/A	58	23,046	N/A
Criminal Justice	38	20,830	20,364	26	20,069	17,904
History	55	21,326	24,576	31	21,184	20,484
Political Science/Government	124	22,413	N/A	66	21,558	N/A
Psychology	82	20,541	21,636	147	18,236	19,884
Sociology	37	20,356	N/A	49	18,014	N/A
Social Sciences-Other	41	21,508	N/A	55	19,234	N/A
Engineering						
Aerospace & Aeronautical	353	29,415	28,152	80	29,466	28,332
Agricultural	24	26,729	25,356	5	22,408	22,248
Architectural	23	26,013	N/A	8	25,465	N/A
Bioengineering & Biomedical	9	25,991	26,412	17	29,269	30,144
Chemical	1,191	32,984	30,924	569	32,874	31,116
Civil	922	26,650	25,620	163	27,215	25,476

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Continued . . .

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers	- Men - Average $ Offer		- Women - Number of Offers	- Women - Average $ Offer	
	July 1989	July 1989	September 1988	July 1989	July 1989	September 1988
Continued . . .						
Computer	373	$ 30,448	N/A	98	$ 30,280	N/A
Electrical	2,737	30,647	N/A	542	30,729	N/A
Industrial	454	29,703	$28,404	292	29,981	28,608
Mechanical	2,547	30,428	29,328	490	31,115	29,676
Metallurgical	186	30,618	29,556	71	30,943	29,220
Mining	27	26,569	28,448	5	28,300	*
Nuclear	48	31,439	28,416	5	29,764	30,420
Petroleum	106	32,911	31,656	11	33,728	34,728
Textile	37	26,641	N/A	9	26,600	N/A
Engineering Technology	343	28,271	27,516	46	28,602	26,664
Industrial Technology	76	26,685	N/A	8	26,330	N/A
Agriculture & Natural Resources						
Agribusiness	44	23,244	N/A	5	22,580	N/A
Animal Sciences	18	19,803	N/A	5	17,860	N/A
Plant Sciences	8	20,563	N/A	1	15,780	N/A
Natural Resources	11	23,096	20,376	2	13,514	*
Other Agricultural Sciences	57	22,121	N/A	11	19,245	N/A
Computer Sciences						
Computer Science	872	28,736	N/A	343	28,101	N/A
Computer Programming	95	29,273	N/A	23	26,391	N/A
Information Sciences & Systems	197	26,380	N/A	147	27,488	N/A
Systems Analysis	14	29,170	N/A	11	29,185	N/A
Health Sciences						
Allied Health	23	25,611	24,288	58	24,054	21,660
Health Sciences	7	20,518	N/A	27	21,013	N/A
Nursing	9	24,613	25,512	214	24,797	23,592
Pharmacy	55	35,091	34,728	55	35,256	34,200
Sciences						
Actuarial	19	30,427	N/A	13	29,977	N/A
Architectural & Environmental Design	23	24,603	N/A	9	21,618	N/A
Biological	28	24,461	21,180	41	18,633	19,944
Chemistry	86	27,679	26,208	47	24,902	25,536
Geological	16	23,835	N/A	3	23,133	N/A
Mathematics (incl. Statistics)	117	26,849	N/A	128	26,735	N/A
Physics	40	28,366	28,164	11	28,040	26,436
Other Physical & Earth Sciences	10	21,347	20,388	5	25,792	23,028
	18,139			10,557		

N/A - No historic data available
* Not computed for fewer than 20 offers
1 Pharmacy is a 5 - year degree program

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- Men - Number of Offers	- Men - Average $ Offer		- Women - Number of Offers	- Women - Average $ Offer	
	July 1989	July 1989	September 1988	July 1989	July 1989	September 1988
Finance						
Accounting (Public)	2,166	$25,757	N/A	2,326	$25,773	N/A
Accounting (Private)	523	23,599	N/A	593	23,405	N/A
Commercial Banking (Consumer)	134	21,814	N/A	116	21,065	N/A
Commercial Banking (Lending)	152	22,913	N/A	70	23,198	N/A
Investment Banking (Corporate Finance)	54	27,869	N/A	24	25,141	N/A
Investment Banking (Mergers & Acquisitions)	19	30,079	N/A	9	27,667	N/A
Investment Banking (Real Estate)	7	30,086	N/A	6	20,617	N/A
Investment Banking (Sales & Trading)	24	23,542	N/A	8	20,901	N/A
Financial/Treasury Analysis	342	26,495	N/A	296	24,954	N/A
Portfolio Management/Brokerage	51	24,761	N/A	38	22,485	N/A
Underwriting	82	21,985	N/A	65	21,860	N/A
Marketing						
Advertising	18	20,248	N/A	39	19,108	N/A
Brand/Product Management	145	24,741	N/A	116	22,221	N/A
Buyer/Merchandising	187	22,727	N/A	294	21,459	N/A
Market Research	74	25,775	N/A	59	22,958	N/A
Sales	1,182	22,551	N/A	648	22,246	N/A
Communications						
Design/Graphic Arts	19	24,287	N/A	19	17,831	N/A
Media Planning	8	20,022	N/A	9	21,186	N/A
On-Air Reporting	6	15,417	N/A	2	19,500	N/A
Production	32	24,088	N/A	14	22,818	N/A
Public Relations	27	23,742	N/A	57	18,519	N/A
Writing/Editing	33	19,711	N/A	84	19,960	N/A
Public Administration						
Executive, Legislative, & General	13	19,049	N/A	29	19,275	N/A
Finance, Taxation, Monetary Policy	26	23,074	N/A	33	21,487	N/A
Economic Programs	12	21,010	N/A	6	20,175	N/A
Law Enforcement	32	20,776	$21,516	24	21,107	$19,392
Military	109	21,804	N/A	21	20,694	N/A
National Security	13	26,398	N/A	4	22,475	N/A
Urban/Regional Planning	14	23,222	N/A	7	21,321	N/A
Social Services						
Administration	48	23,209	N/A	81	19,827	N/A
Counseling	18	18,560	N/A	45	16,942	N/A
Fundraising/Development	2	22,200	N/A	4	17,375	N/A
Social Work	20	17,826	N/A	42	15,852	N/A
Engineering						
Bioengineering	41	30,977	N/A	15	30,227	N/A
Design/Construct	1,737	28,598	N/A	328	29,242	N/A
Environmental/Sanitation	168	28,087	N/A	59	30,144	N/A
Manufacturing/Industrial	2,346	30,572	N/A	519	30,942	N/A
Systems/Programming	356	30,323	N/A	96	29,832	N/A
Power Systems	339	30,086	N/A	66	30,598	N/A
Software Design & Development	413	30,473	N/A	81	30,656	N/A
Hardware Design & Development	339	30,884	N/A	77	31,108	N/A
Research & Development	713	30,987	N/A	241	31,044	N/A
Testing	315	29,231	N/A	84	28,985	N/A
Process Engineering	1,285	32,046	N/A	463	32,101	N/A
Other Engineering	925	30,759	N/A	287	31,161	N/A

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

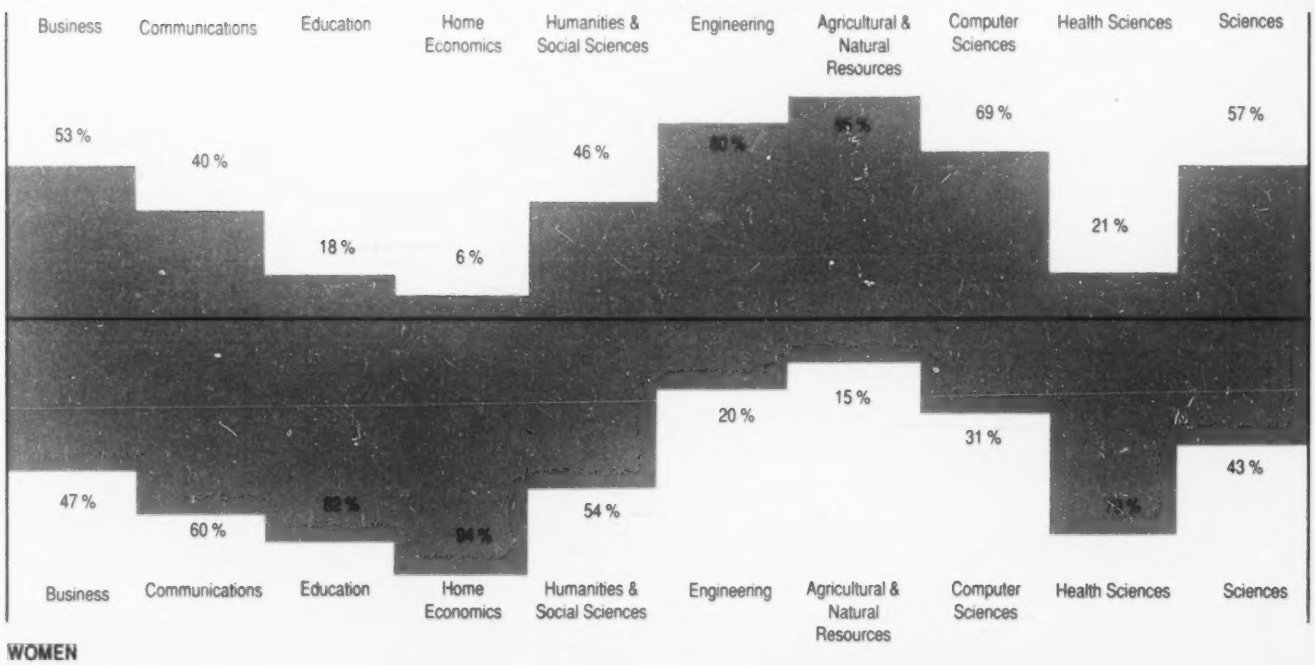
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- Men - Number of Offers July 1989	- Men - Average $ Offer July 1989	- Men - Average $ Offer September 1988	- Women - Number of Offers July 1989	- Women - Average $ Offer July 1989	- Women - Average $ Offer September 1988
Continued . . .						
Computer Science						
Computer Programming	708	$ 27,795	$ 26,964	331	$ 27,054	$ 26,760
Information Systems	239	27,281	N/A	187	26,816	N/A
Systems Analysis & Design	364	28,473	N/A	204	27,769	N/A
Other Functional Areas						
Actuarial	46	28,192	N/A	42	29,286	N/A
Agricultural/Natural Resources	83	22,233	19,704	23	20,068	19,752
Architecture	25	23,512	N/A	8	21,570	N/A
Consulting	618	28,587	27,468	352	27,401	26,280
Human Resources/Industrial Relations	69	23,965	21,372	106	21,598	19,140
Management Trainee	1,092	22,685	21,468	867	21,471	20,268
Mathematician/Statistician	23	25,642	N/A	19	26,744	N/A
Nurses/Personal Care	9	24,613	27,312	214	24,841	23,652
Other Health Related	95	30,039	28,752	164	26,385	28,224
Paralegal	8	21,562	N/A	18	18,774	N/A
Performing Arts (Entertainment)	8	15,204	N/A	2	14,000	N/A
Research (Nontechnical)	19	22,918	25,920	12	22,473	21,120
Research (Technical)	22	22,157	26,256	24	19,841	24,336
Teaching	142	19,000	N/A	480	18,882	N/A
	18,139			10,557		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared with the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639
90th Percentile	$28,000
10th Percentile	$21,600

Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																
	Public Accounting	Advertising	Architectural/ Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality (Amusement/ Recreation/ Fast-Food	Hospitality (Hotels, Motels, Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Accounting	$25,830 4295 $29,000 $22,992	$25,500 7		$22,733 73 $28,000 $17,500	$25,651 8	$23,906 19	$20,110 14	$26,335 22 $30,000 $25,000	$23,618 40 $28,000 $18,500	$19,678 9	$21,862 13	$22,481 49 $25,000 $18,500	$28,500 1	$20,919 49 $26,100 $16,500	$29,567 3	$26,100 1	$24,900 5	$20,830 10
Business Administration incl. Management Science	$25,632 58 $30,000 $21,000	$16,863 4	$25,000 1	$21,546 96 $24,000 $17,500	$25,693 14	$23,672 25 $34,700 $17,500	$23,067 32 $28,080 $18,000	$26,589 47 $31,000 $22,000	$21,583 51 $27,500 $15,000	$18,990 11	$19,349 25 $23,100 $17,000	$22,117 93 $25,800 $18,000	$23,000 2	$19,750 306 $24,000 $16,000	$20,215 10	$26,000 1	$22,160 10	$21,943 8
Distribution Management						$28,500 1								$22,475 8				
Economics & Finance (incl. Banking)	$27,048 189 $31,000 $24,000	$19,667 3	$16,000 1	$23,481 468 $28,000 $18,500	$29,041 94 $33,500 $20,004	$25,225 14	$25,700 33 $31,500 $20,004	$27,462 194 $32,000 $24,000	$23,508 190 $30,000 $15,000	$22,387 10	$18,481 12	$23,248 165 $28,600 $18,000	$21,000 2	$21,690 147 $26,000 $16,992	$17,160 2	$21,600 1	$24,663 11	$25,511 18
Hotel / Restaurant Management									$30,000 1	$20,121 18	$19,619 91 $22,000 $17,500	$20,000 1		$21,176 1				
Human Resources (incl. Labor Relations)	$26,336 3			$19,625 4		$25,000 1	$28,810 5	$26,367 6	$19,500 2	$27,000 1	$20,475 8	$22,816 19	$18,000 1	$20,687 30 $26,000 $17,500	$13,500 2		$22,500 1	$15,600 1
Management Information Systems	$27,746 71 $30,000 $25,000	$15,500 1		$25,497 8	$25,000 2	$28,217 20 $30,980 $26,500	$25,588 43 $30,000 $20,799	$28,016 49 $31,000 $25,500	$27,109 11		$22,000 2	$24,949 47 $26,300 $23,000		$24,287 18				
Marketing/Marketing Management (incl. Research)	$24,700 17	$21,750 10	$17,000 1	$21,076 61 $26,000 $15,000	$22,464 11	$23,996 27 $27,300 $18,500	$21,429 28 $27,000 $16,000	$24,782 17	$20,069 45 $24,996 $15,000	$19,267 15	$22,933 15	$21,341 79 $25,000 $18,000		$21,402 479 $26,000 $18,000	$19,686 13		$21,920 17	$22,696 5
Real Estate	$26,000 1								$17,300 2		$24,000 1	$25,000 1						$24,310 10
Advertising		$19,083 6	$21,794 2			$16,612 10	$17,750 2	$16,500 1		$12,000 1	$24,000 1			$18,573 15			$14,667 6	
Communications	$24,000 1	$21,091 11		$19,267 11	$26,500 4	$17,477 22 $22,500 $12,000	$20,833 3	$23,107 7	$23,543 13	$17,200 5	$18,506 7	$20,950 14	$25,500 1	$20,153 64 $25,200 $16,500	$23,508 1	$34,000 1	$16,956 9	$13,500 1
Journalism		$18,383 6	$20,000 1	$18,833 3		$18,049 20 $23,000 $13,780	$20,249 4	$22,000 1	$22,040 3			$22,857 4		$19,920 14		$20,000 1	$17,419 26 $21,000 $14,000	
Telecommunications/ Broadcasting						$15,479 14						$19,250 2		$21,736 14	$13,000 1		$13,959 2	
Elementary Education				$24,011 1			$20,000 1		$18,000 1					$20,000 1				$25,000 1
Pre-Elementary Education																		
Physical Education											$19,000 1							
Special Education														$16,640 1				

Curriculum Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement/ Recreation/ Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Human Ecology				$30,000 1				$14,000 1	$18,300 1					$22,880 5				$10,460 1
Textiles & Clothing											$18,000 1			$19,502 79 $22,000 $17,000				
Merchandising Management				$16,000 1				$30,000 1		$15,000 1				$19,380 44 $22,000 $17,000				
Foreign Languages	$22,800 1			$21,333 3	$29,000 1	$20,000 2	$24,600 1	$28,050 5		$16,500 1		$23,000 3	$18,000 2	$19,306 9				
Letters		$18,167 3		$19,489 9	$29,500 7	$20,813 8	$20,450 4	$23,460 5	$18,871 7		$21,000 2	$20,797 7	$17,840 3	$20,181 36 $22,200 $17,500	$26,333 3		$16,995 21 $20,000 $13,500	
Visual & Performing Arts		$13,575 3	$16,130 4	$16,800 1	$30,000 1	$17,973 3		$15,750 2	$22,498 2	$16,500 3			$12,000 1	$12,667 3			$29,000 1	$16,453 3
Humanities Other	$28,700 3			$21,571 7	$33,000 2	$18,950 4	$18,000 1	$23,000 1	$20,000 2	$16,600 2	$19,743 4	$19,936 5	$27,000 1	$20,124 20 $22,500 $17,472	$16,300 2			
Criminal Justice				$19,733 3	$16,800 1	$30,500 1		$22,500 1	$35,000 1		$21,700 1	$21,875 4	$16,830 4	$16,114 6		$19,252 2		
History			$17,050 2	$23,400 9	$32,500 1		$27,000 1	$21,883 6	$22,000 2		$24,000 1	$23,500 2	$20,000 5	$21,447 15		$13,100 2	$19,000 2	
Political Science Government		$23,000 1		$23,850 10	$30,000 11	$20,250 4	$23,467 3	$27,613 8	$24,185 13	$15,817 3	$17,250 2	$22,303 14	$22,375 4	$20,177 35 $24,000 $16,000	$20,000 1		$24,567 3	
Psychology		$18,200 1		$17,428 8	$34,643 7	$18,625 4	$28,000 2	$25,250 6	$29,000 2	$20,000 1	$14,300 2	$22,722 9	$20,750 2	$18,489 43 $21,996 $13,000	$18,000 2		$12,000 1	
Sociology				$18,183 6		$19,200 1		$22,667 3	$17,793 1	$10,000 1	$19,750 2	$22,033 6	$17,000 2	$17,959 16		$16,000 1		
Social Sciences Other	$29,500 1			$19,717 6	$30,000 2		$17,008 2	$29,500 4	$21,500 1	$16,800 1		$27,000 2		$20,374 19	$19,982 2	$15,000 1	$20,000 1	
Aerospace & Aeronautical Engineering				$18,200 1				$29,673 11				$31,000 1						
Agricultural Engineering			$15,360 1										$26,500 1					
Architectural Engineering			$22,873 6					$26,820 10										
Bioengineering & Biomedical Engineering	$27,000 2							$28,133 3										
Chemical Engineering			$30,600 2				$34,500 1	$31,532 48 $35,000 $28,000						$28,000 1				
Civil Engineering			$24,690 23 $28,000 $20,400			$31,685 2		$26,870 208 $29,856 $24,000								$24,400 2		$28,500 1
Computer Engineering	$29,529 17			$24,000 1	$30,000 1	$31,114 14	$30,374 26 $33,996 $27,000	$29,785 24 $32,000 $26,000	$28,759 4			$29,250 2		$25,100 2				

Curriculum Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement/ Recreation/ Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Electrical Engineering	$29,306 15		$30,000 1	$27,998 2	$30,250 4	$31,778 91 $34,000 $29,040	$31,860 66 $37,000 $26,000	$29,783 145 $32,552 $26,500	$35,000 1			$30,250 2		$25,000 1	$23,000 1		$35,360 1	
Industrial Engineering	$29,549 35 $31,500 $27,500			$28,400 3	$30,500 4	$29,254 4	$27,197 7	$30,380 93 $34,000 $26,000			$14,400 1	$26,600 7		$29,194 7				
Mechanical Engineering	$27,317 6		$27,631 19	$30,400 1	$27,996 1	$31,206 8	$30,037 8	$29,465 125 $32,500 $25,000	$33,400 1			$28,850 7		$28,727 3				
Metallurgical Engineering	$30,200 2							$31,100 4				$27,000 1						
Mining Engineering								$22,232 10										
Nuclear Engineering								$32,040 1										
Petroleum Engineering						$30,000 1												
Textile Engineering												$22,000 1						
Engineering Technology	$29,000 2		$30,000 1		$30,000 1	$30,999 3	$27,208 6	$28,770 10	$25,000 1			$23,065 3	$29,000 1	$21,500 2				
Industrial Technology		$23,400 1						$27,000 1				$24,000 1		$27,000 2				
Agribusiness				$18,500 3	$25,240 2			$18,500 1		$40,000 1		$18,500 1		$21,000 3			$30,000 2	
Animal Sciences													$15,000 1					
Plant Sciences											$23,000 1							
Natural Resources																		
Other Agricultural Sciences										$13,000 1	$18,500 1							
Computer Science	$28,000 17		$39,900 1	$23,410 11	$28,000 2	$29,966 49 $33,800 $26,500	$27,297 173 $32,000 $22,000	$29,332 72 $32,500 $26,500	$26,482 15	$16,000 2		$24,636 29 $27,500 $21,000	$30,000 1	$24,814 18		$26,433 3	$26,375 4	
Computer Programming	$28,680 3			$25,500 2		$31,825 4	$30,304 42 $35,000 $23,449	$26,801 14	$20,100 1			$25,008 4		$19,880 2				
Information Sciences & Systems	$28,012 26 $31,000 $25,200			$28,062 8	$32,400 1	$28,489 9	$23,880 56 $29,000 $16,992	$29,116 25 $31,500 $27,000	$25,450 8			$26,190 17		$26,264 17			$27,064 2	
Systems Analysis							$30,500 2	$29,923 4	$24,504 1					$27,100 1				
Allied Health				$27,000 1										$17,500 1				

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality - Amusement / Recreation / Fast Food	Hospitality Hotels - Motels - Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Health Sciences							$39,000 1											
Nursing															$15,000 1			
Pharmacy														$40,309 54 $41,000 $37,500				
Actuarial	$30,000 2							$31,013 8	$28,000 1			$30,258 19						
Architectural & Environmental Design			$23,586 17					$27,500 1						$11,000 1				
Biological	$30,000 2								$25,000 1			$25,000 2		$18,640 4				
Chemistry	$26,000 1			$19,400 1	$31,250 2		$31,896 1	$31,067 3				$23,500 1		$18,000 1				
Geological							$28,000 1	$27,193 6										
Mathematics (incl. Statistics)	$26,367 9			$27,947 3	$29,300 5	$28,450 4	$26,902 17	$29,543 35 $35,000 $25,000	$27,000 2			$25,324 37 $32,000 $21,000		$28,000 2	$28,000 1		$18,500 1	
Physics	$26,750 2				$30,500 2	$32,000 1	$32,403 4	$26,000 1		$30,000 1				$22,000 1		$34,000 2		
Other Physical & Earth Sciences							$21,600 3					$25,000 1			$16,800 1			

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,904 4640 $29,500 $22,992	$20,200 56 $26,000 $14,400	$18,351 12	$22,687 789 $28,000 $18,000	$28,381 166 $33,500 $20,000	$21,673 200 $28,375 $13,800	$23,592 179 $30,000 $16,800	$26,815 387 $31,000 $23,000	$22,848 391 $30,000 $15,000	$19,211 83 $23,000 $15,000	$19,951 191 $24,000 $17,500	$22,633 526 $27,000 $18,000	$20,027 31 $25,500 $14,000	$20,581 1477 $26,000 $16,800	$20,290 42 $24,000 $14,600	$20,309 11	$19,513 116 $26,000 $14,000	$22,646 58 $31,000 $16,000
Technical Curricula	$28,647 41 $31,500 $26,000	$23,400 1	$25,458 71 $30,000 $19,200	$25,204 37 $30,000 $19,000	$29,595 25 $32,000 $27,996	$30,938 190 $33,800 $27,400	$28,176 414 $34,992 $22,000	$28,925 863 $33,000 $25,000	$26,699 37 $32,032 $22,000	$23,000 5	$18,633 3	$26,514 136 $31,000 $21,000	$25,125 4	$31,622 123 $41,000 $21,000	$20,700 4	$28,014 7	$27,340 10	$28,500 1

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$30,579 131 $35,000 $26,000	$30,075 4		$34,577 87 $45,000 $27,000	$43,461 13	$35,641 10	$29,760 5	$35,214 74 $40,000 $30,000	$33,200 14	$28,833 9	$31,333 6	$33,963 12	$51,020 5	$28,697 14			$33,000 1	$38,769 13
MBA - Technical Undergraduate Degree	$30,918 23 $38,000 $26,000			$43,375 8	$52,600 5	$34,181 7	$35,099 8	$42,119 27 $57,000 $31,000	$46,833 6	$31,500 2		$52,000 1						

MORE EMPLOYER CATEGORIES ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$25,750 2	$20,378 11	$23,581 28 $27,600 $19,500	$20,938 16	$16,836 8	$20,996 95 $24,600 $18,726	$20,504 120 $24,000 $16,392	$20,546 6	$22,161 9	$21,123 11		$20,195 1	$29,333 3	$23,505 24 $25,800 $20,000	$24,533 26 $26,800 $21,500	$24,383 35 $26,400 $21,000	$23,206 19	$25,768 64 $27,500 $24,000
Business Administration incl. Management Science	$20,192 5	$22,576 43 $26,400 $17,500	$23,848 22 $28,200 $20,000	$21,601 46 $27,000 $15,000	$19,769 18	$20,765 55 $24,100 $16,800	$22,633 16	$24,017 11	$20,183 12	$19,725 4		$18,252 8	$14,300 4	$23,324 24 $27,300 $21,000	$21,400 8	$26,136 32 $30,000 $21,000	$24,555 20 $30,000 $17,500	$25,523 38 $30,460 $20,000
Distribution Management		$23,235 22 $24,600 $19,992		$19,496 2		$19,723 3	$19,776 1								$20,933 3	$25,645 4	$26,400 1	$25,949 15
Economics & Finance (incl. Banking)	$23,293 3	$24,025 23 $28,500 $18,250	$23,771 14	$23,315 20 $29,400 $16,300	$21,733 3	$20,136 47 $24,000 $16,067	$18,707 7	$19,000 4	$25,965 12	$21,900 5		$18,000 1		$23,861 39 $25,500 $21,600	$22,000 6	$25,880 31 $27,600 $24,000	$24,115 13	$26,966 56 $28,800 $25,000
Hotel / Restaurant Management		$18,360 2		$21,300 4		$18,000 1		$19,000 1		$14,412 1		$23,000 1		$28,000 1			$19,500 1	
Human Resources (incl. Labor Relations)		$25,500 1		$18,000 1		$22,497 5	$21,419 3	$18,500 1				$12,000 1		$21,782 2	$21,750 2	$28,080 2	$22,000 1	$33,600 2
Management Information Systems	$26,967 3	$22,911 9	$27,897 12	$24,670 4	$25,700 2	$19,710 8	$26,185 4		$22,000 1					$25,360 24 $26,300 $24,000	$26,574 13	$28,000 1	$26,400 2	$28,856 25 $30,000 $27,000
Marketing / Marketing Management (incl. Research)	$18,989 11	$23,168 24 $25,200 $20,000	$24,569 19	$19,533 41 $24,000 $15,080	$20,424 3	$17,909 15	$17,550 2	$21,625 4	$22,802 21 $26,496 $18,000	$23,700 4		$19,100 1		$22,975 6	$23,736 14	$25,192 54 $26,920 $22,000	$24,936 25 $26,400 $19,500	$25,209 123 $30,000 $22,000
Real Estate		$21,000 1				$18,726 1	$15,000 1										$32,000 2	
Advertising		$23,500 2		$20,583 6	$20,916 1	$18,000 1						$18,000 1				$25,200 1	$21,600 1	$22,400 4
Communications		$17,625 4	$20,900 2	$19,388 7	$19,133 3	$19,713 7		$30,000 1	$19,600 2	$19,500 2	$11,250 2	$16,300 5	$15,000 2		$20,000 2	$24,690 2	$20,900 5	$23,795 17
Journalism			$30,000 1		$16,203 4	$19,500 2	$21,300 2		$22,250 2	$15,000 2		$17,000 3	$19,200 1	$22,850 2		$20,000 1	$21,000 1	$26,350 4
Telecommunications / Broadcasting	$23,500 2	$12,583 1		$28,000 1	$14,538 2	$19,500 1			$20,000 1	$16,640 1		$19,426 1		$19,448 1		$25,800 1		$26,400 2
Elementary Education					$18,972 335 $23,100 $13,500		$19,099 2			$14,950 36 $17,000 $13,000		$14,700 2	$12,042 2					
Pre-Elementary Education					$16,404 9					$14,400 1								
Physical Education				$19,500 2	$18,346 23 $21,600 $13,700					$18,000 1		$17,390 4	$18,700 1					$26,800 2
Special Education					$20,018 82 $24,500 $17,250		$20,000 1	$19,000 1				$18,000 2	$16,200 1					

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology		$12,000 1			$21,400 3		$17,833 3	$15,000 1				$14,249 3						
Textiles & Clothing	$41,600 1																	$25,000 1
Merchandising Management																		
Foreign Languages					$19,847 8	$18,486 8	$15,580 2				$10,500 1	$18,500 1				$30,000 1		
Letters		$23,000 1		$18,750 8	$18,955 25 $23,000 $14,000		$19,101 8	$20,250 2	$14,467 3		$10,000 1	$15,000 1	$19,340 3	$20,000 1		$25,281 4	$17,000 1	$22,320 2
Visual & Performing Arts				$16,514 7	$17,954 19	$20,750 4	$15,500 2		$17,000 1	$21,000 2	$17,875 4	$33,600 1	$10,000 1	$13,000 1		$22,500 1	$28,500 2	
Humanities-Other		$30,000 1	$34,000 2	$19,575 1	$22,159 9	$18,123 4	$23,410 8			$20,500 2			$13,000 1		$18,000 1	$34,545 11	$21,000 1	$28,580 2
Criminal Justice	$20,000 1				$19,831 3	$20,521 7	$22,869 15	$19,500 1	$12,480 1	$20,500 1		$13,500 2	$12,000 1		$12,000 1	$19,000 3		$29,000 3
History		$17,850 2		$25,000 1	$18,071 8	$20,327 10	$15,500 1		$25,997 3		$11,136 1	$14,000 1				$26,400 1	$24,750 4	$25,000 1
Political Science / Government	$21,750 2	$22,460 5	$25,000 2	$18,483 6	$19,887 3	$20,379 20 $23,000 $15,118	$18,546 10		$13,200 2	$23,000 2		$17,250 2	$11,500 1	$25,200 1		$25,000 2	$25,000 1	$28,000 1
Psychology	$21,248 2	$16,200 3	$15,600 1	$17,800 5	$16,696 18	$18,358 11	$17,328 12	$19,669 15	$17,698 11	$15,375 4		$14,533 26 $18,000 $10,400	$14,688 4		$17,000 2	$28,590 2	$12,000 1	$21,627 3
Sociology				$21,250 2	$11,752 1	$19,500 1	$17,007 7	$22,614 7	$16,233 6	$14,000 1		$17,978 13	$17,000 2			$17,500 1	$24,000 1	$25,000 1
Social Sciences-Other	$20,000 1	$14,000 1		$17,000 2	$17,327 10	$19,622 11	$17,893 6	$20,000 1	$15,333 3	$16,000 1		$14,686 6	$16,500 1		$17,000 1	$24,450 2	$31,750 2	$22,000 3
Aerospace & Aeronautical Engineering		$29,080 3	$30,000 1			$25,577 27 $28,500 $21,600								$29,683 364 $31,600 $27,600		$29,817 8	$27,000 1	$30,840 1
Agricultural Engineering				$27,500 1	$28,565 1	$22,148 5	$19,000 1							$29,900 1	$26,000 4	$30,044 9	$24,687 3	
Architectural Engineering			$26,300 1														$25,873 12	
Bioengineering & Biomedical Engineering	$25,000 1					$22,382 2								$30,160 1				$28,640 3
Chemical Engineering	$31,600 16	$23,952 3	$32,340 5	$29,233 3		$25,034 14	$23,956 4	$34,800 1	$32,010 2					$30,272 6	$31,297 5	$31,833 28 $33,600 $30,200	$32,348 25 $34,500 $30,600	$33,161 947 $34,884 $32,000
Civil Engineering	$28,474 5	$24,176 92 $27,000 $22,000	$29,782 35 $33,000 $25,500	$28,848 19		$24,155 54 $26,000 $19,668	$25,862 295 $32,572 $22,864		$23,776 1				$27,532 1	$28,724 9	$28,000 1	$28,407 11	$27,322 183 $31,200 $24,000	$31,220 16
Computer Engineering	$33,067 6	$25,500 2	$31,156 9		$25,200 1	$26,389 17	$27,552 5	$29,500 2	$24,000 1				$25,331 3	$30,287 55 $31,380 $27,900		$31,167 12	$26,050 2	$31,396 22 $33,000 $30,000

Curriculum Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS								MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering	$30,978 33 $33,800 $28,000	$31,000 2	$31,084 193 $33,500 $29,000	$29,570 16		$24,703 236 $28,848 $20,004	$29,238 24 $31,500 $26,000	$30,000 1	$30,156 1				$31,693 3	$30,524 470 $33,000 $28,392	$26,371 7	$30,823 225 $33,000 $28,200	$30,001 29 $32,580 $28,000	$32,440 137 $34,200 $31,000
Industrial Engineering	$31,420 5	$30,457 15	$29,900 18	$31,200 1		$26,239 37 $30,775 $24,092	$24,197 2	$24,820 2	$29,000 1					$30,161 67 $31,500 $28,080	$29,000 1	$30,270 94 $32,400 $28,200	$29,251 19	$30,546 44 $32,100 $28,800
Mechanical Engineering	$30,802 14	$29,468 10	$30,208 86 $32,586 $28,200	$29,635 11	$30,000 1	$24,711 104 $30,000 $20,004	$26,044 21 $30,000 $20,500		$33,667 3					$29,766 432 $31,800 $27,500	$29,787 11	$30,896 614 $33,000 $28,800	$29,758 78 $32,580 $27,500	$32,188 298 $34,200 $30,000
Metallurgical Engineering	$28,248 4	$22,800 1	$28,700 3			$29,460 3	–	$30,600 1						$31,435 20 $33,500 $29,500	$33,000 1	$31,072 44 $32,364 $30,000	$31,200 2	$31,945 16
Mining Engineering				$25,344 1		$25,200 1	$18,768 1								$30,500 2			
Nuclear Engineering			$32,222 13			$26,329 5								$30,250 2		$39,000 2		$32,392 5
Petroleum Engineering				$30,000 1		$28,500 4	$25,752 1										$24,000 1	
Textile Engineering																		$29,600 5
Engineering Technology	$27,468 3	$25,816 4	$25,721 12	$25,144 5	$17,855 1	$25,000 1	$23,440 3							$28,173 74 $31,440 $25,000	$29,000 1	$29,491 71 $33,000 $25,000	$25,323 17	$29,891 14
Industrial Technology		$26,950 2		$26,418 6		$22,604 2								$27,975 25 $28,800 $27,492		$28,660 5	$24,832 3	$29,275 4
Agribusiness						$19,800 2									$22,374 24 $26,200 $17,000	$29,700 1		
Animal Sciences						$15,100 2									$19,779 10			$20,000 1
Plant Sciences						$17,140 2									$20,500 6			
Natural Resources			$30,000 3		$20,400 1	$13,514 2	$17,748 4			$20,000 1								$22,800 1
Other Agricultural Sciences				$18,000 1		$17,523 3	$17,750 2	$12,272 1			$20,000 1				$22,128 34 $26,000 $16,000	$29,736 1		$30,000 1
Computer Science	$29,625 22 $33,000 $27,000	$25,536 12	$26,793 29 $30,000 $23,490	$25,685 12	$22,900 9	$22,358 20 $30,470 $16,798	$20,439 11	$25,100 5	$14,250 2					$28,817 128 $31,800 $26,400	$28,100 4	$28,681 15	$24,991 5	$29,463 37 $31,200 $27,600
Computer Programming		$26,000 1	$26,800 2		$21,746 3	$17,878 1		$28,250 2	$22,500 1	$19,900 2				$29,167 3		$30,500 1		$31,200 3
Information Sciences & Systems	$21,000 1	$22,463 8	$27,140 5	$23,125 4	$21,000 1	$23,103 5	$21,288 4	$25,000 3	$23,500 3					$26,573 17	$29,500 1	$27,650 4	$28,333 3	$29,947 22 $31,800 $28,000
Systems Analysis			$25,748 2	$18,000 1										$30,150 2				$34,020 1
Allied Health				$21,500 2	$17,913 3		$15,600 1	$24,748 50 $30,000 $19,590	$25,723 22 $31,000 $20,000			$24,000 1						

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Health Sciences				$11,000 1	$19,215 1	$19,000 3		$26,399 7	$18,850 16			$12,000 1	$12,940 2					$30,272 2
Nursing					$23,310 1	$21,400 5	$37,000 1	$24,941 191 $30,000 $20,000	$23,783 21 $30,000 $18,000			$24,000 1				$35,000 1		$23,500 1
Pharmacy	$32,076 1			$14,240 3				$31,525 36 $36,504 $26,232	$29,375 2									$30,434 12
Actuarial										$27,800 1			$29,000 1					
Architectural & Environmental Design		$26,800 1					$27,560 1							$21,200 2	$20,000 1		$25,525 8	
Biological	$17,646 7			$26,000 1	$15,710 7	$20,032 6	$20,869 3	$21,450 10	$20,553 5		$10,400 1		$26,500 1		$16,000 1			$23,322 10
Chemistry	$23,241 7	$25,000 1			$17,669 8	$19,369 3	$19,567 3	$21,000 2	$12,000 1				$22,250 2	$27,600 1			$29,568 1	$27,956 67 $33,000 $22,800
Geological		$15,000 1	$20,798 3		$11,400 1	$19,493 2	$27,000 1										$24,000 1	
Mathematics (incl. Statistics)	$27,332 3	$24,633 3	$28,822 4	$22,000 1	$18,598 24 $19,800 $17,190	$23,216 18		$21,600 1					$26,000 1	$29,945 16		$29,846 5		$30,061 7
Physics	$29,267 3				$20,500 1	$23,073 5		$17,667 3						$29,125 6			$32,000 1	$31,536 1
Other Physical & Earth Sciences					$18,481 4													$26,063 3

BACHELOR'S SUMMARY

Nontechnical Curricula	$22,022 33 $27,500 $17,500	$22,356 157 $26,400 $17,000	$24,512 103 $29,000 $19,000	$20,601 182 $27,000 $15,000	$18,980 592 $23,900 $13,500	$20,276 317 $24,000 $16,056	$20,288 233 $25,000 $15,000	$21,157 56 $29,000 $15,000	$20,812 90 $28,000 $14,000	$17,620 81 $24,000 $13,197	$13,960 9	$16,416 87 $21,378 $12,000	$16,684 28 $19,500 $12,000	$23,777 126 $27,300 $20,000	$23,388 79 $27,200 $17,000	$25,796 192 $31,000 $21,000	$24,223 104 $30,000 $18,000	$25,842 370 $29,220 $22,000
Technical Curricula	$29,299 131 $33,800 $24,000	$25,346 161 $30,660 $21,900	$30,130 424 $33,000 $26,400	$26,829 90 $31,980 $19,980	$19,325 68 $27,000 $14,000	$24,409 601 $30,000 $19,656	$25,615 388 $32,200 $21,372	$25,551 318 $32,000 $20,000	$23,722 84 $31,500 $17,500	$21,900 4	$15,200 2	$20,000 3	$25,035 14	$29,795 1701 $32,100 $27,500	$24,034 114 $31,000 $16,300	$30,699 1151 $33,000 $28,000	$28,199 394 $32,400 $24,000	$32,286 1681 $34,500 $29,600

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$30,000 1	$32,192 12	$34,030 4	$25,250 4	$20,000 2	$21,920 5	$26,833 6	$26,750 4	$30,768 7	$25,000 1				$35,667 3	$29,800 4	$38,066 29 $43,200 $30,000	$32,725 4	$37,537 26 $43,500 $30,000
MBA - Technical Undergraduate Degree	$50,000 1	$32,000 2	$37,000 2	$39,500 2										$32,050 2		$40,066 14	$34,950 2	$40,679 22 $48,000 $33,000

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES Continued

MANUFACTURING EMPLOYERS

Bachelor's Degree Curricula	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments inc Medical	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Accounting	$25,840 34 $29,500 $23,088	$24,863 55 $28,220 $22,600	$24,800 29 $27,500 $21,000	$24,379 4	$22,556 15	$22,392 3	$25,680 5	$24,600 20 $26,000 $21,000	$25,314 148 $27,500 $23,400	$24,000 4	$26,700 2	$25,531 9	$22,996 2	$21,914 7	$26,156 11
Business Administration incl Management Science	$24,897 38 $31,500 $20,000	$24,596 40 $28,800 $18,000	$23,903 37 $28,596 $18,500	$23,321 12	$24,268 19		$23,630 10	$23,200 10	$24,806 30 $27,600 $22,200	$21,771 7	$21,292 4	$23,313 8	$23,060 5	$22,139 29 $26,000 $18,000	$21,414 9
Distribution Management	$24,867 6	$25,470 2	$27,423 3		$24,650 2			$27,000 1						$28,000 1	$28,500 7
Economics & Finance (incl Banking)	$26,018 57 $30,000 $23,000	$26,137 79 $28,000 $23,000	$26,029 32 $29,000 $22,000	$25,128 7	$25,053 16		$23,867 3	$25,733 12	$25,453 79 $27,000 $24,000	$24,200 5	$23,173 3	$25,777 9	$25,443 7	$23,725 6	$26,186 7
Hotel / Restaurant Management															
Human Resources (incl Labor Relations)	$23,333 3	$23,000 3	$35,033 3	$26,000 2	$30,800 1			$28,000 6	$23,880 5	$22,000 1	$21,000 1			$22,708 5	$27,000 1
Management Information Systems	$29,299 36 $32,400 $24,960	$28,090 14	$29,169 11	$30,375 4	$22,567 3		$25,000 3	$26,419 11	$27,809 43 $30,000 $27,000	$29,820 2	$27,300 1	$28,500 1		$18,000 2	$31,333 3
Marketing / Marketing Management (incl Research)	$23,356 39 $31,600 $16,000	$23,558 55 $27,000 $20,000	$24,081 108 $27,000 $19,800	$23,682 44 $25,500 $22,100	$24,060 15		$22,733 6	$22,585 22 $27,500 $16,640	$25,077 30 $26,900 $23,400	$21,726 27 $24,200 $19,000	$22,326 7	$24,909 11	$24,667 3	$24,870 21 $25,200 $22,500	$23,727 10
Real Estate															
Advertising	$25,500 2	$21,733 6	$19,000 1	$19,000 1					$24,000 3						$19,500 1
Communications	$27,975 4	$23,343 7	$22,698 20 $27,996 $17,000	$23,760 10	$21,667 3		$24,000 1	$23,333 3	$21,497 2	$20,000 1	$18,000 1	$20,400 1	$17,750 2	$21,500 4	$19,000 1
Journalism	$34,047 3		$25,000 1	$23,500 1					$16,000 2	$19,600 2				$21,340 2	
Telecommunications Broadcasting		$15,000 1	$17,000 1					$25,500 1	$28,500 1	$20,667 3					
Elementary Education													$23,000 1		
Pre-Elementary Education															
Physical Education		$36,000 1													
Special Education															

Curriculum Continued

	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Human Ecology		$24,180 1												$16,333 3	
Textiles & Clothing		$20,000 1	$28,000 1											$20,087 14	
Merchandising Management			$20,100 2											$19,000 1	
Foreign Languages	$17,150 2	$20,000 1	$30,600 1	$18,000 1						$18,000 1					
Letters	$25,500 2	$32,260 2	$24,039 5						$25,002 2					$24,020 2	$25,000 1
Visual & Performing Arts			$29,000 1	$15,600 1	$19,000 1					$16,200 2					
Humanities Other			$21,700 5	$21,403 3			$22,000 1	$23,700 2		$21,600 1			$32,760 1	$17,000 1	
Criminal Justice					$24,000 1										
History		$20,967 3						$24,000 1	$28,750 1						
Political Science Government			$23,300 5	$20,400 2	$24,000 1			$26,733 3	$23,833 3	$21,100 2		$25,000 1		$24,000 1	
Psychology		$24,750 2	$23,417 6		$23,367 3		$26,000 1		$20,000 1	$25,000 1	$18,000 1	$15,000 1	$14,000 1	$23,632 2	
Sociology	$32,000 1		$20,000 1	$30,000 1					$24,000 1						
Social Sciences Other		$33,500 1											$30,000 1	$21,500 1	
Aerospace & Aeronautical Engineering	$29,500 2	$31,213 8									$31,500 1	$30,000 1	$31,000 1	$23,000 1	$32,300 1
Agricultural Engineering			$23,760 2												
Architectural Engineering					$28,800 1				$31,000 1						
Bioengineering & Biomedical Engineering		$28,279 7					$29,000 1		$33,800 1			$29,300 5			
Chemical Engineering	$32,308 11	$32,136 43 $34,000 $30,360	$31,844 39 $33,500 $30,300	$32,738 13	$30,402 13	$30,000 2	$33,142 12	$33,078 47 $34,800 $32,000	$33,612 370 $35,004 $32,100	$32,375 2	$33,361 62 $33,900 $32,700	$38,000 1	$30,735 6	$33,527 6	$33,315 22 $34,800 $31,800
Civil Engineering	$27,736 5	$25,363 11	$30,000 1	$31,200 2	$27,495 19	$29,975 4		$24,867 3	$31,701 51 $33,600 $30,000		$27,900 4	$24,000 1	$26,644 9	$33,500 1	$29,287 6
Computer Engineering	$31,237 131 $33,600 $28,277	$30,927 77 $33,000 $29,900		$28,204 2	$29,900 6			$30,358 7	$30,079 14			$30,668 3		$27,500 1	$29,750 2

Curriculum Continued

	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Electrical Engineering	$31,725 333 $33,500 $29,712	$31,177 873 $33,000 $28,800	$31,080 26 $33,000 $29,040	$32,016 11	$31,218 76 $33,240 $29,700	$30,575 4	$32,801 6	$31,866 43 $34,300 $28,600	$32,637 76 $34,400 $30,300	$31,380 5	$31,822 18	$30,619 29 $33,600 $27,000	$30,933 9	$31,867 9	$31,743 54 $33,600 $29,400
Industrial Engineering	$29,519 31 $32,000 $27,000	$30,152 89 $32,500 $28,000	$30,983 38 $32,004 $29,004	$30,725 8	$29,874 38 $32,000 $28,200		$32,100 3	$30,540 10	$30,058 10	$28,267 3	$30,600 3	$29,802 12	$30,200 7	$27,187 12	$30,064 14
Mechanical Engineering	$31,103 69 $33,600 $27,600	$30,719 365 $32,600 $28,500	$30,894 72 $33,400 $27,300	$31,199 20 $33,000 $26,000	$30,189 165 $31,680 $28,440	$30,500 2	$30,773 11	$31,989 57 $33,996 $30,000	$32,240 253 $34,800 $29,000	$31,120 5	$31,546 55 $32,400 $30,000	$29,314 19	$30,121 15	$31,665 20 $34,300 $30,000	$30,800 47 $32,400 $28,440
Metallurgical Engineering	$32,612 12	$31,439 11			$30,385 98 $32,400 $27,900	$29,460 10	$31,500 1		$31,880 9				$29,645 11		$26,250 2
Mining Engineering					$30,050 4	$29,458 11			$29,400 2						
Nuclear Engineering	$29,567 3	$31,155 21 $32,400 $30,000													$31,900 1
Petroleum Engineering									$33,356 109 $36,600 $26,100						
Textile Engineering								$27,000 1						$26,362 39 $31,500 $24,000	
Engineering Technology	$28,874 29 $32,004 $26,600	$28,844 50 $33,000 $22,644	$30,278 5	$32,100 1	$28,192 23 $30,600 $25,200		$29,760 1	$33,050 8	$26,523 9		$25,552 6	$23,960 5	$30,920 5	$27,300 4	$30,471 7
Industrial Technology	$26,500 2	$26,425 16	$28,824 3					$27,500 2		$15,000 1	$21,000 1	$22,747 4		$24,733 3	
Agribusiness	$17,080 1		$24,640 5	$31,200 1					$26,000 1						$26,000 1
Animal Sciences			$20,307 9												
Plant Sciences															
Natural Resources								$29,868 1							
Other Agricultural Sciences	$14,560 1		$23,101 19					$15,000 1	$22,200 1						
Computer Science	$30,780 256 $33,120 $26,250	$29,607 129 $32,500 $26,000	$24,667 3		$28,027 12	$30,160 1	$30,000 1	$26,796 4	$29,423 75 $32,000 $27,000	$31,705 4	$27,398 7	$28,100 8	$29,500 1	$31,000 2	$29,825 4
Computer Programming	$31,639 15	$30,497 4							$29,919 5	$18,460 1				$31,000 1	$27,000 1
Information Sciences & Systems	$28,397 30 $32,700 $23,000	$27,501 18	$29,720 5	$27,200 1	$27,225 8				$28,667 23 $30,400 $27,000	$28,000 1			$26,900 2	$28,433 3	$27,539 3
Systems Analysis	$33,520 3	$30,747 3							$27,625 4				$30,000 1		
Allied Health															

Curriculum - Continued

	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Health Sciences															
Nursing															
Pharmacy															
Actuarial															
Architectural & Environmental Design															
Biological	$22,000 1		$18,720 1	$12,000 1					$31,000 2			$26,200 2		$26,500 1	
Chemistry		$29,849 6	$28,829 7		$32,500 1				$30,622 9		$28,920 3				$26,000 1
Geological			$25,000 1			$27,000 1			$28,812 1						
Mathematics (incl Statistics)	$29,414 23 $31,672 $27,000	$28,324 12	$27,500 2	$24,100 3		$30,000 1			$29,250 2			$27,000 1			$30,096 1
Physics	$30,000 6	$31,549 6	$32,000 1						$27,240 1			$31,500 1			$26,000 2
Other Physical & Earth Sciences		$27,040 1			$32,280 1		$24,425 1								

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,854 $32,000 $20,000	227	$24,979 $28,200 $20,000	274	$24,520 $28,680 $19,760	273	$23,833 $28,000 $20,000	93	$23,882 $28,000 $18,000	80	$22,392	3	$23,990 $26,400 $21,000	30	$24,591 $27,800 $20,000	92	$25,466 $28,500 $23,400	351	$22,001 $27,000 $18,000	59	$22,433 $27,300 $16,800	20	$24,663 $28,000 $20,000	41	$23,854 $27,900 $18,000	23	$22,287 $26,000 $17,680	102	$25,196 $28,500 $20,000	51
Technical Curricula	$30,973 $33,500 $27,600	964	$30,701 $33,000 $28,000	1750	$29,577 $33,100 $23,000	240	$30,812 $33,000 $27,000	63	$30,072 $32,300 $27,000	466	$29,694 $32,000 $28,000	36	$31,730 $34,000 $29,000	37	$31,735 $34,000 $29,000	184	$32,394 $35,100 $28,000	1029	$29,560 $32,460 $28,000	22	$31,690 $33,600 $28,000	160	$29,137 $32,500 $23,400	82	$29,714 $32,400 $26,500	67	$28,550 $33,500 $24,000	103	$30,973 $33,400 $29,200	169

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$36,205 $40,800 $28,900	30	$36,187 $43,000 $30,000	23	$34,877	13	$42,129	7	$25,800	2			$35,787	6	$34,208	12	$35,018 $41,000 $26,800	22			$27,250	2	$35,448	5	$34,134	7	$31,625	4	$37,500	2
MBA - Technical Undergraduate Degree	$39,386	14	$36,267	9			$43,800	3	$30,600	2							$38,677	15	$34,000	1	$32,500	1	$45,000	1						

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average
90th Percentile
10th Percentile

$24,876 639
$28,000
$21,600

Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management	Underwriting	Advertising	Brand Product Management	Buyer Merchandising	Market Research	Sales	Design Graphic Arts	Media Planning
Accounting	$25,744 4322 $29,000 $22,500	$23,408 876 $27,500 $18,660	$22,530 13	$18,800 4	$25,000 2	$27,252 2			$24,730 51 $28,000 $21,000	$26,300 5	$18,500 1		$23,500 2		$20,000 1	$25,933 15		
Business Administration (incl. Management Science)	$23,635 23 $26,400 $19,500	$21,576 37 $27,000 $15,000	$21,257 45 $23,000 $17,000	$22,500 18	$26,270 10	$24,433 3	$18,000 2		$25,483 44 $31,000 $19,020	$21,632 20 $28,700 $14,000	$22,166 37 $24,500 $20,000	$20,000 2	$21,978 46 $27,500 $16,000	$22,297 77 $27,300 $17,500	$24,606 21 $30,000 $20,000	$21,580 250 $27,300 $15,600		$19,000 1
Distribution Management		$19,776 1											$24,834 23 $27,240 $21,000	$26,587 10	$29,500 1			
Economics & Finance (incl. Banking)	$26,751 115 $30,500 $24,000	$24,712 172 $28,000 $21,600	$21,888 128 $26,000 $18,000	$23,563 168 $28,000 $18,000	$27,192 50 $34,000 $21,500	$30,184 19	$28,529 7	$23,100 25 $30,000 $17,500	$25,837 463 $30,000 $21,000	$24,760 43 $30,000 $19,000	$22,280 53 $25,860 $17,000	$21,000 1	$24,152 21 $27,492 $20,000	$22,553 41 $26,000 $19,000	$25,750 8	$22,493 174 $29,200 $15,600	$24,500 1	$15,000 1
[illegible] Restaurant Management	$22,000 1									$20,000 1			$19,500 3			$18,469 4		
Human Resources (incl. Labor Relations)			$23,000 1								$22,000 2		$32,367 3	$21,257 7	$18,000 1	$21,825 19		
Management Information Systems	$27,800 5	$23,931 2			$22,000 1				$25,667 3		$22,000 2		$29,117 3			$21,125 4	$22,450 2	
Marketing / Marketing Management (incl. Research)	$23,704 6	$22,600 5	$20,017 28 $22,500 $15,000	$20,815 23 $26,000 $15,000	$21,000 3	$30,000 1	$24,000 1	$20,701 3	$23,132 19	$24,211 9	$21,713 20 $25,000 $17,000	$21,318 20 $28,000 $16,000	$23,141 93 $31,000 $18,000	$22,156 178 $26,000 $19,500	$23,509 59 $27,800 $18,000	$22,937 732 $27,600 $18,000		$30,000 1
Real Estate							$35,000 1		$25,067 3		$25,000 1					$20,000 6		
Advertising		$21,000 1			$21,600 1							$19,491 11	$21,000 1	$17,150 2		$20,088 34 $24,000 $15,000	$18,129 3	$17,500 2
Communications		$18,617 6	$21,200 1		$31,000 1			$22,000 1	$20,750 3	$23,833 3	$21,500 3	$17,420 5	$23,767 6	$21,833 3	$20,710 8	$22,136 110 $27,000 $16,800		$18,900 3
Journalism		$12,000 1						$20,000 1			$17,928 1	$17,567 9	$20,000 2	$23,167 3		$20,869 20 $25,000 $17,000		
Telecommunications Broadcasting														$21,200 9		$19,720 15	$15,000 1	$12,275 1
Elementary Education									$18,004 3							$24,000 2		
Pre-Elementary Education																		
Physical Education													$21,300 2			$31,000 2		
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design /Graphic Arts	Media Planning
Human Ecology				$18,300 1										$26,000 1		$15,500 2		
Textiles & Clothing													$19,430 4	$19,693 69 $22,000 $17,000		$24,733 3	$18,000 1	
Merchandising Management												$19,000 1	$17,000 1	$20,250 6		$20,000 2		
Foreign Languages	$22,800 1		$20,000 1						$19,600 1		$24,000 1	$20,000 2	$18,000 1	$20,500 2	$16,500 1	$17,757 7		
Letters		$20,700 1	$18,767 3					$15,600 1	$29,167 6	$20,000 1	$20,867 3	$18,167 3	$23,143 5	$20,019 5	$21,970 4	$20,964 21 $23,700 $18,000		
Visual & Performing Arts		$12,000 1		$16,800 1					$17,000 1		$21,500 1	$11,612 2	$27,996 1	$29,000 1		$21,000 8	$16,802 13	$22,000 1
Humanities Other		$24,933 3	$20,067 3		$23,000 1				$31,250 2		$15,000 2	$26,000 1	$24,500 2	$21,214 15		$21,952 18	$18,000 1	$17,144 4
Criminal Justice			$20,100 2	$19,000 1							$21,000 2		$33,500 2		$17,600 1	$23,500 5		
History			$23,000 3	$35,000 1		$27,000 1			$32,500 1		$24,000 1		$18,400 1	$23,617 6		$22,232 10	$21,600 1	
Political Science Government	$25,250 2		$19,250 4		$30,000 1				$29,531 13	$20,000 1	$21,340 4		$17,048 5	$21,300 5	$21,000 1	$21,422 36 $26,000 $16,000	$25,000 1	
Psychology		$24,600 1	$25,860 7		$31,000 1				$28,600 5	$23,500 2	$21,250 4		$19,000 4	$20,159 16	$19,000 2	$18,012 30 $25,000 $12,000		
Sociology			$18,500 2	$16,700 3						$21,000 2	$20,600 2		$10,000 1	$21,500 2	$25,000 1	$22,450 10		
Social Sciences Other		$19,800 1	$18,500 5		$30,000 1				$19,493 1					$22,333 3		$24,636 14		
Aerospace & Aeronautical Engineering			$18,200 1										$28,800 1					
Agricultural Engineering																	$15,360 1	
Architectural Engineering																		
Bioengineering & Biomedical Engineering																$26,795 4		
Chemical Engineering						$34,200 1							$32,368 3		$32,520 1	$31,203 21 $34,000 $26,500		
Civil Engineering															$27,000 1	$28,567 9	$24,558 8	
Computer Engineering	$24,000 1													$22,000 1	$30,800 1	$30,657 8	$28,000 1	

Curriculum - Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking: Corporate Finance	Investment Banking: Mergers & Acquisitions	Investment Banking: Real Estate	Investment Banking: Sales & Trading	Financial Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand Product Management	Buyer / Merchandising	Market Research	Sales	Design /Graphic Arts	Media Planning
Electrical Engineering	$32,033 3				$30,000 1				$35,000 1				$32,150 4	$28,933 3	$31,932 5	$29,569 51 $31,800 $26,800		
Industrial Engineering	$25,500 2	$27,800 1							$30,000 1				$30,103 5	$30,600 1	$29,101 2	$29,366 27 $32,200 $25,200		
Mechanical Engineering				$31,400 1		$27,996 1					$31,500 1		$29,750 2	$28,867 3	$32,876 4	$30,193 61 $32,160 $28,000	$31,867 3	
Metallurgical Engineering													$31,200 1			$31,416 4		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering		$38,100 1																
Textile Engineering											$22,000 1		$24,000 1			$25,600 5		
Engineering Technology													$26,407 3	$35,000 1		$24,393 14	$25,000 1	
Industrial Technology														$29,400 1		$15,500 2		
Agribusiness			$18,000 1	$18,500 1	$32,000 1		$19,800 2				$18,480 1		$21,000 1	$19,000 1	$16,300 1	$22,454 14		
Animal Sciences													$21,625 4	$17,430 2		$21,125 4		
Plant Sciences																$19,667 3		
Natural Resources																$22,800 1		
Other Agricultural Sciences													$24,500 1	$23,250 4	$30,000 1	$23,000 1		
Computer Science	$28,500 2	$16,000 1						$35,000 1	$23,500 4				$31,350 2	$50,000 1	$33,100 2	$29,325 4		$33,800 1
Computer Programming									$28,500 1									
Information Sciences & Systems	$26,840 5	$23,000 1			$32,400 1						$25,000 1					$21,300 2		$29,250 2
Systems Analysis																		
Allied Health																$17,500 1		

FUNCTIONAL AREA

CONTINUED ...

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design (Graphic Arts	Media Planning
Health Sciences									$39,000 1				$31,644 1			$28,900 1		
Nursing																$23,500 1		
Pharmacy																$30,000 1		
Actuarial																		
Architectural & Environmental Design																$11,000 1		
Biological		$27,600 1								$25,000 1	$20,000 1				$15,420 1	$23,710 12		
Chemistry			$19,400 1		$30,000 1				$32,500 1					$18,000 1	$26,460 2	$26,577 19		
Geological																$25,000 1		
Mathematics (incl. Statistics)	$24,167 3	$16,900 2	$21,840 1		$30,000 2				$27,700 8		$20,900 2			$18,000 1	$30,887 3	$29,563 2		
Physics	$30,000 1	$23,500 1							$30,500 2							$31,200 1		
Other Physical & Earth Sciences										$25,000 1						$21,213 2		

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,757 $29,000 $22,500	4475	$23,494 $27,500 $18,500	1108	$21,500 $26,000 $17,000	246	$22,985 $27,144 $18,000	220	$26,721 $32,500 $20,400	72	$29,166 $33,000 $24,504	26	$26,791	11	$22,491 $29,500 $17,500	31	$25,696 $30,000 $20,004	619	$23,761 $30,000 $18,000	87	$21,892 $25,000 $17,500	140	$19,468 $26,000 $14,000	57	$23,016 $28,500 $17,500	232	$21,769 $26,000 $18,000	461	$23,384 $30,000 $17,000	109	$22,289 $28,000 $16,200	1563	$18,325 $24,500 $13,000	24	$18,460	34
Technical Curricula	$27,929	17	$23,725	8	$19,360	4	$24,950	2	$30,733	6	$31,098	2	$19,800	2	$35,000	1	$28,505	19	$25,000	2	$22,683	7			$28,458 $33,000 $22,500	29	$26,163 $33,600 $18,000	20	$29,708 $33,600 $27,000	24	$27,998 $32,000 $23,000	277	$25,745	14	$30,767	3

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing Editing	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design Construct	Environmental Sanitation
Accounting		$25,500 1			$21,283 3	$21,120 31 $26,000 $18,000	$20,000 1	$18,175 4	$22,000 1	≥33,085 2		$21,560 4	$23,000 1					
Business Administration incl. Management Science		$22,729 7	$20,071 7	$14,400 1	$19,415 8	$21,119 5	$15,000 1		$20,765 18			$22,804 36 $30,000 $14,040	$24,750 2		$16,395 3		$26,060 5	
Distribution Management									$19,800 1									
Economics & Finance (incl. Banking)			$21,750 2	$29,420 5	$20,504 2	$23,404 14	$21,403 8		$19,440 11	$24,500 1	$21,000 1	$20,967 8	$16,000 1				$31,500 2	$25,000 1
Hotel Restaurant Management												$23,000 3						
Human Resources (incl. Labor Relations)		$21,938 1	$18,750 2		$22,275 2				$24,000 1									
Management Information Systems								$33,000 1	$21,733 3			$18,000 1						
Marketing Marketing Management (incl. Research)		$24,667 3	$22,667 3	$13,273 1	$15,750 2	$23,650 2	$21,000 1		$18,531 3			$24,165 11			$19,493 1		$25,000 1	
Real Estate									$18,726 1		$21,000 1						$32,000 2	
Advertising			$18,030 4									$17,000 1						
Communications	$14,000 3	$14,178 1	$18,440 25 $24,000 $13,500	$21,013 16	$16,500 2	$25,000 1		$34,000 1	$21,000 2	$10,000 1	$27,000 1	$18,600 3	$14,000 4	$23,500 1	$15,000 1			
Journalism	$20,000 1	$21,500 2	$20,400 9	$18,798 41 $26,400 $14,000				$25,000 2				$14,400 1		$18,000 1				
Telecommunications Broadcasting	$17,375 4	$16,150 8	$15,781 3	$22,328 5														
Elementary Education								$18,197 1				$17,500 2	$12,000 1		$15,000 1			
Pre-Elementary Education																		
Physical Education					$17,000 1						$14,560 1	$20,350 4						
Special Education													$17,000 1					

CONTINUED ...

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Human Ecology												$20,200 1	$15,557 2		$13,316 2			
Textiles & Clothing																		
Merchandising Management			$22,200 1															
Foreign Languages			$16,500 1		$14,560 1				$19,533 3	$18,700 1		$18,388 2			$16,600 1			
Letters		$27,500 2	$15,347 9	$19,176 36 $24,000 $15,000	$17,100 2			$20,000 2				$17,450 6						
Visual & Performing Arts			$17,568 2	$11,960 2	$15,500 2				$22,000 3			$33,600 1		$16,500 1				
Humanities Other			$39,500 2	$20,000 1	$22,320 4			$24,000 1				$34,000 2			$29,873 4			
Criminal Justice			$30,500 1				$21,324 2	$21,136 31 $27,000 $16,851				$16,100 4	$20,500 1		$14,245 4			
History				$19,750 2			$14,700 1		$21,329 7			$17,150 2	$14,000 1					
Political Science/ Government		$25,225 2	$[illegible],000 1	$22,000 1	$17,721 6			$19,082 4	$21,178 9	$21,932 4		$20,575 3		$11,500 1				
Psychology		$24,200 1	$18,200 1			$15,600 1	$19,000 1	$17,167 3	$18,608 7		$17,000 1	$16,789 12	$16,375 31 $21,000 $12,000	$18,000 1	$15,316 17			
Sociology			$24,000 1		$19,500 1			$19,438 4				$20,197 4	$19,212 8		$16,551 17			
Social Sciences Other			$20,331 3	$19,000 2	$17,840 3				$20,760 5		$18,978 3	$15,250 2	$14,685 4		$15,967 9			
Aerospace & Aeronautical Engineering									$22,925 4	$35,056 2						$27,104 3	$29,237 96 $31,200 $25,920	
Agricultural Engineering							$18,800 1									$26,500 1	$25,467 3	$20,220 2
Architectural Engineering																	$26,521 18	
Bioengineering & Biomedical Engineering																$24,191 4		
Chemical Engineering									$26,360 5							$33,085 21 $33,600 $32,000	$32,098 72 $34,704 $30,004	$31,880 48 $33,600 $29,040
Civil Engineering		$26,700 2	$21,999 2						$21,990 4	$24,410 1	$25,670 11	$25,343 1		$26,400 1		$28,176 2	$26,340 711 $31,200 $22,880	$28,058 125 $32,900 $24,000
Computer Engineering												$30,000 1					$30,682 10	$31,000 1

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing Editing	Executive, Legislative, & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design Construct	Environmental Sanitation
Electrical Engineering		$30,533 6			$23,866 1				$23,417 19	$23,218 3						$31,138 8	$30,552 413 $33,000 $27,300	$30,341 8
Industrial Engineering									$24,676 3			$30,000 1	$27,350 2			$31,270 2	$28,155 25 $30,680 $24,000	$26,675 3
Mechanical Engineering		$31,450 4		$20,000 1			$25,000 1		$23,349 5				$30,000 1			$31,210 10	$30,094 542 $33,000 $26,880	$29,608 17
Metallurgical Engineering		$30,600 1								$30,900 2		$24,000 1					$29,517 17	$19,500 1
Mining Engineering																	$25,117 4	$21,921 7
Nuclear Engineering																$29,000 1	$29,614 3	$31,500 2
Petroleum Engineering									$27,000 2								$30,400 7	$25,752 1
Textile Engineering																	$26,440 5	
Engineering Technology		$28,500 1	$26,467 3														$27,640 92 $31,700 $22,000	$32,000 1
Industrial Technology									$20,206 1								$27,269 10	
Agribusiness			$30,000 2															
Animal Sciences																		
Plant Sciences																		
Natural Resources															$19,493 1		$30,000 1	$18,000 1
Other Agricultural Sciences																		
Computer Science		$29,655 1		$37,000 1	$29,120 1	$25,250 2			$19,222 3			$21,275 3					$30,058 9	$30,500 2
Computer Programming																	$30,400 1	
Information Sciences & Systems							$25,800 1		$22,386 2									
Systems Analysis									$18,000 1							$40,560 1		
Allied Health												$20,500 2	$15,600 1					

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising / Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Health Sciences									$21,000 1			$10,880 1	$11,000 1		$22,000 1			
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																	$25,571 7	
Biological									$21,876 1			$30,000 1				$21,000 1		$31,000 1
Chemistry				$24,500 1	$19,000 1			$19,350 2	$25,000 1			$21,000 1					$33,600 3	$20,000 1
Geological											$17,247 2					$28,812 1	$29,000 3	$22,832 5
Mathematics (incl. Statistics)				$18,500 1		$27,533 3			$26,000 1			$19,789 3				$24,600 1	$27,600 1	
Physics									$21,050 2				$26,000 1				$32,300 3	
Other Physical & Earth Sciences												$16,800 1						

BACHELOR'S SUMMARY

Nontechnical Curricula	$16,438	8	$20,616 $27,000 $13,200	31	$19,652 $30,000 $13,500	77	$19,709 $27,000 $14,000	113	$18,836 $23,000 $15,000	39	$21,776 $27,000 $18,000	54	$20,238	15	$20,976 $30,000 $15,000	54	$20,447 $23,000 $16,067	75	$23,011	9	$19,687	8	$20,954 $30,000 $14,000	113	$16,827 $23,000 $11,800	57	$17,500	5	$16,347 $19,500 $12,480	60			$28,230	10	$25,000	1
Technical Curricula			$30,077	15	$26,200	7	$25,000	4	$23,995	3	$26,620	5	$23,200	3	$19,350	2	$23,232 $26,000 $20,000	55	$28,247	8	$24,374	13	$22,013	16	$22,883	6	$26,400	1	$20,747	2	$30,776 $33,600 $25,300	56	$28,702 $32,979 $23,952	2055	$28,638 $33,000 $23,088	226

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Accounting	$24,564 5	$28,333 3				$23,000 1				$17,533 3	$28,467 3	$25,110 4		$24,000 1		$26,960 41 $30,000 $25,000	$26,000 3	**$22,881 36** $28,500 $17,000
Business Administration incl. Management Science	$25,107 11	$25,050 2		$25,750 2		$29,100 1	$26,800 4	$31,500 1		$25,333 12	$25,015 12	$25,967 19	$26,845 5	$25,263 3		$27,077 65 $32,000 $24,000	$22,553 50 $28,000 $18,000	**$21,104 477** $26,750 $17,000
Distribution Management	$28,400 2										$26,250 2							**$23,564 42** $26,580 $19,200
Economics & Finance (incl. Banking)	$25,800 1	$25,641 10		$31,500 2		$23,800 3	$18,000 1			$25,240 10	$26,858 31 $30,000 $24,000	$26,728 18	$28,283 6			$27,585 221 $32,000 $25,000	$19,900 5	**$22,900 292** $29,000 $18,000
Hotel / Restaurant Management																$30,000 1	$19,864 3	**$19,720 109** $22,000 $17,500
Human Resources (incl. Labor Relations)	$24,900 4							$28,000 1		$28,000 1				$20,500 1		$25,950 8	$24,103 43 $32,000 $18,000	**$21,567 39** $27,000 $18,000
Management Information Systems	$26,550 2	$25,115 4		$25,992 1		$28,200 1		$31,200 1		$26,823 124 $30,240 $23,500	$26,336 167 $30,000 $23,400	$27,702 97 $31,660 $24,000				$27,940 70 $31,000 $25,000	$23,000 1	**$26,463 16**
Marketing, Marketing Management (incl. Research)	$32,400 1						$19,500 1			$24,200 4	$28,900 3	$27,000 2	$23,000 1			$25,686 22 $26,400 $24,000	$20,280 12	**$21,559 323** $26,200 $18,000
Real Estate																$26,750 2		**$19,667 3**
Advertising																	$16,500 1	**$18,562 13**
Communications												$30,000 1				$22,290 5	$20,632 6	**$20,050 60** $25,000 $16,500
Journalism											$25,000 1	$19,500 2				$20,000 2	$19,000 1	**$20,106 17**
Telecommunications Broadcasting							$19,446 1			$28,800 1								**$21,217 5**
Elementary Education												$20,000 1				$20,000 1		
Pre-Elementary Education																		
Physical Education																		**$19,000 1**
Special Education																		**$16,640 1**

Curriculum Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Human Ecology						$24,180 1				$30,000 1				$22,500 2		$14,500 2	$17,500 1	$18,400 7
Textiles & Clothing	$25,667 3															$41,600 1		$18,068 17
Merchandising Management																$30,000 1		$19,032 38 $21,600 $16,500
Foreign Languages										$24,800 1	$19,500 1			$13,500 1		$26,042 6	$33,000 1	$22,335 10
Letters											$25,000 1	$35,000 1	$21,000 1			$22,167 6	$22,750 4	$21,002 40 $24,020 $18,000
Visual & Performing Arts										$30,000 1					$17,500 2			$14,992 5
Humanities-Other	$26,000 1									$32,760 1	$39,000 1					$29,775 4	$31,550 4	$20,016 24 $22,680 $17,000
Criminal Justice	$24,000 1													$12,000 1				$19,467 3
History											$28,750 1	$24,600 1				$22,667 6	$18,225 4	$20,525 23 $26,000 $15,600
Political Science/ Government										$24,800 3	$25,800 1			$24,000 1		$27,050 6	$17,213 7	$21,857 58 $29,000 $16,000
Psychology	$14,000 1	$27,000 1				$15,500 2	$27,500 1			$25,867 3	$33,500 1	$24,000 1		$18,000 1		$23,500 6	$17,841 11	$19,330 28 $22,800 $15,000
Sociology																$18,440 5		$18,276 19
Social Sciences-Other				$14,000 1							$20,000 1			$16,757 2		$25,266 5	$24,333 3	$21,090 19
Aerospace & Aeronautical Engineering	$29,212 68 $31,018 $27,360	$30,027 17	$30,122 11	$28,583 6	$31,617 7	$29,799 69 $31,720 $27,000	$29,013 43 $30,600 $27,600	$29,130 9	$29,955 83 $31,800 $27,820	$30,680 1		$28,500 1	$31,000 1			$29,625 8		$21,750 2
Agricultural Engineering	$28,494 10		$25,310 2			$28,471 4		$19,500 1	$29,550 2					$19,000 1				$29,000 1
Architectural Engineering						$28,000 1	$26,850 4		$27,000 1						$22,873 6	$25,000 1		
Bioengineering & Biomedical Engineering				$30,160 1	$29,000 1	$30,075 4	$26,500 2	$31,250 2	$30,800 4							$27,350 4		
Chemical Engineering	$32,927 203 $34,700 $31,200	$32,190 10	$30,700 9	$30,833 3	$34,800 2	$32,980 258 $34,500 $31,500	$32,767 36 $34,800 $31,956	$33,209 845 $35,000 $31,500	$33,028 195 $34,500 $31,800			$38,000 2				$32,197 13		$31,973 12
Civil Engineering	$27,667 56 $32,200 $24,500	$27,771 2	$29,460 3	$30,360 3		$27,108 9	$26,534 9	$29,872 20 $32,600 $25,200	$27,598 39 $32,500 $22,932		$33,500 1	$30,000 1		$22,225 5	$25,500 2	$27,018 52 $30,000 $25,000	$19,200 2	$27,300 3
Computer Engineering	$31,583 33 $32,760 $30,300	$31,125 56 $33,996 $27,900	$30,542 5	$30,305 89 $33,000 $27,500	$31,419 34 $33,500 $29,640	$32,197 16	$30,262 6	$29,330 13	$31,127 50 $33,800 $29,000	$29,725 86 $32,456 $25,700	$27,561 8	$28,001 20 $31,200 $24,000				$29,904 26 $32,000 $27,000		$30,995 5

Curriculum Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources Industrial Relations	Management Trainee
Electrical Engineering	$31,124 646 $33,000 $29,800	$30,675 208 $33,000 $27,826	$30,458 256 $32,698 $27,960	$31,021 156 $35,000 $27,300	$30,974 311 $33,100 $28,500	$30,638 286 $34,000 $25,343	$29,908 147 $33,000 $25,000	$30,898 210 $34,000 $25,343	$30,535 328 $33,420 $25,437	$34,559 19	$30,631 21 $33,000 $28,000	$30,617 34 $33,300 $28,000	$29,500 1	$21,502 3		$29,877 81 $32,600 $27,000		$30,107 45 $33,400 $25,000
Industrial Engineering	$29,967 365 $32,400 $27,000	$30,753 24 $32,400 $29,500	$30,800 2	$27,900 2	$30,700 3	$29,317 11	$29,757 7	$28,352 35 $31,800 $24,000	$30,291 74 $33,000 $28,200	$29,675 3	$29,000 8	$24,667 3				$30,401 108 $34,000 $27,000	$29,500 1	$29,739 22 $31,500 $27,600
Mechanical Engineering	$30,680 1082 $33,000 $28,080	$30,135 34 $32,100 $29,000	$29,793 93 $32,400 $27,041	$28,954 15	$30,809 33 $33,000 $28,700	$30,802 173 $33,504 $28,000	$29,202 86 $32,400 $24,342	$31,311 382 $34,300 $27,700	$30,940 350 $33,000 $28,600	$25,200 1	$28,000 1	$30,028 13	$28,364 2	$27,502 2	$21,050 2	$29,486 64 $33,400 $26,000	$32,700 1	$30,908 43 $32,700 $29,700
Metallurgical Engineering	$30,926 121 $33,000 $29,000		$33,600 1			$30,880 33 $33,000 $30,000	$28,472 9	$31,071 48 $32,400 $30,000	$31,137 13		$33,400 1					$29,667 3		$27,900 1
Mining Engineering	$31,133 3						$30,400 2	$28,882 11	$28,920 2					$27,672 2		$19,877 1		
Nuclear Engineering	$30,027 3	$31,500 1	$32,175 10			$32,871 7	$31,307 3	$31,000 3	$31,041 16			$31,200 1				$32,040 1		$25,300 1
Petroleum Engineering	$36,012 16		$30,000 1			$33,204 5	$21,600 1	$33,219 77 $36,300 $26,400	$29,534 6									
Textile Engineering						$29,000 1	$24,500 2	$31,480 5										$26,268 26 $30,000 $24,000
Engineering Technology	$29,808 115 $33,000 $25,000	$28,807 6	$25,691 7	$31,211 8	$29,280 14	$27,855 12	$24,597 14	$29,002 31 $33,000 $24,264	$28,982 25 $32,040 $26,500	$25,387 8	$26,397 3	$28,032 10	$26,600 1			$29,700 4	$24,800 3	$27,008 12
Industrial Technology	$27,254 37 $29,000 $25,000		$26,600 2	$30,000 1		$21,996 3	$28,920 2	$27,890 4	$27,549 11	$27,000 1		$23,000 1				$27,000 1	$27,000 2	$24,879 5
Agribusiness						$30,000 1					$31,200 1			$24,164 16			$22,000 1	$21,720 5
Animal Sciences														$17,600 5		$19,500 1		$19,565 6
Plant Sciences														$20,750 2		$18,000 1		$23,000 2
Natural Resources								$29,868 1						$17,007 4		$30,000 1		$21,250 2
Other Agricultural Sciences	$23,167 3						$18,400 3							$21,577 45 $26,000 $15,500				$21,573 9
Computer Science	$30,190 50 $32,769 $29,080	$29,795 39 $34,300 $24,600	$31,913 3	$30,394 166 $33,600 $27,300	$31,636 6	$32,590 15	$31,233 3	$31,977 6	$29,660 10	$27,595 515 $32,004 $22,000	$28,798 76 $32,500 $25,000	$28,497 228 $32,498 $24,600	$27,000 1			$29,138 42 $33,000 $25,000		$25,086 12
Computer Programming		$30,160 10		$32,802 19		$32,500 1		$31,500 1	$29,220 1	$27,073 71 $32,160 $19,800	$35,640 1	$30,927 7				$27,340 5		
Information Sciences & Systems		$26,753 11		$27,220 6			$26,400 1	$30,000 1		$26,886 140 $31,200 $23,000	$25,274 66 $31,000 $16,992	$27,535 70 $30,000 $24,000				$28,314 29 $32,000 $25,000	$31,800 2	$27,700 3
Systems Analysis		$30,747 3	$27,150 2					$31,000 1		$24,504 1	$30,000 1	$28,947 13				$31,250 2		
Allied Health																		

Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Health Sciences																$30,000 1	$26,000 1	
Nursing																		
Pharmacy						$35,004 1												
Actuarial													$30,155 31 $33,000 $28,000			$33,000 1		
Architectural & Environmental Design									$29,400 1					$20,000 1	$23,572 21 $27,560 $18,000			$26,000 1
Biological						$28,100 2	$17,360 2	$31,000 1			$26,500 1			$12,234 2		$31,200 2	$26,000 1	$19,780 2
Chemistry	$31,450 10	$33,150 2				$26,174 23 $31,900 $20,000	$23,617 6	$32,136 19						$33,600 1		$27,550 4		$28,796 5
Geological														$25,599 4				$28,000 1
Mathematics (incl. Statistics)	$27,260 3	$27,413 8		$30,778 10	$24,560 2	$30,240 4	$30,000 1	$29,571 9	$20,800 1	$27,427 28 $31,812 $23,500	$28,151 8	$28,573 16	$28,245 38 $33,000 $23,500			$28,692 28 $30,800 $25,000	$19,400 1	$31,700 4
Physics	$31,242 8	$26,000 1	$26,317 4	$26,892 2	$28,607 3	$27,180 5	$30,498 2	$29,210 5			$29,204 3	$31,536 1						$32,000 1
Other Physical & Earth Sciences	$27,040 1					$28,000 1		$25,848 5										

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,241 $28,800 $22,000	32	$25,948 $30,000 $23,520	20		$25,749	6		$22,987	9	$23,956	8	$30,233	3		$26,400 $30,100 $22,500	165	$26,425 $30,000 $23,400	226	$27,134 $31,660 $22,000	147	$26,764	13	$20,485	13	$17,500	2	$26,979 $31,000 $24,000	486	$22,231 $30,000 $15,600	160	$21,344 $27,000 $17,000	1728
Technical Curricula	$30,700 $33,240 $27,560	2833	$30,417 $33,000 $26,880	432	$30,169 $32,697 $26,580	405	$30,561 $33,996 $27,000	488	$30,925 $33,500 $28,000	416	$31,078 $34,200 $26,000	945	$29,286 $33,000 $24,600	391	$32,064 $34,900 $28,500	1745	$30,854 $33,600 $27,900	1212	$27,778 $32,143 $22,000	874	$27,813 $32,500 $22,000	200	$28,600 $32,500 $24,600	421	$29,052 $33,000 $24,504	75	$21,942 $28,800 $15,200	93	$23,399 $28,000 $17,000	31	$29,339 $33,400 $25,480	484	$25,733	15	$26,162 $33,000 $22,000	231

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	OTHER FUNCTIONAL AREAS							
	Mathematician; Statistician	Nurses; Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Accounting								$16,200 2
Business Administration incl. Management Science	$26,400 2		$31,649 3	$23,000 2		$24,000 4	$30,940 1	$23,100 6
Distribution Management								
Economics & Finance (incl. Banking)	$23,667 3		$12,000 1	$20,498 3		$19,467 3	$18,996 2	$20,000 2
Hotel / Restaurant Management								
Human Resources (incl. Labor Relations)								
Management Information Systems	$30,500 3							
Marketing; Marketing Management (incl. Research)	$20,238 2		$21,560 4					$23,000 1
Real Estate								
Advertising								$20,916 1
Communications								$21,700 2
Journalism								$16,205 2
Telecommunications Broadcasting				$13,000 1				
Elementary Education								**$18,580** 371 $23,000 $13,197
Pre-Elementary Education								$16,203 10
Physical Education			$18,144 1					**$18,309** 23 $21,600 $13,700
Special Education		$19,000 1						**$19,961** 85 $24,500 $17,000

Curriculum - Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology								$20,000 1
Textiles & Clothing								
Merchandising Management								
Foreign Languages				$20,000 1		$18,000 1		$20,071 7
Letters			$14,004 1	$17,840 3				$19,190 22 $22,000 $15,038
Visual & Performing Arts			$12,456 1		$15,399 9			$18,924 18
Humanities-Other				$27,000 1				$22,493 9
Criminal Justice				$12,710 2		$20,000 1		
History			$26,496 2	$20,000 5	$11,136 1	$19,493 1		$17,088 4
Political Science/ Government				$22,100 5		$25,250 4		$20,720 3
Psychology	$33,500 1	$26,984 2	$16,482 12	$18,500 1		$15,667 3	$25,000 1	$21,300 5
Sociology			$17,250 2	$20,000 1		$32,000 1		
Social Sciences-Other			$13,500 1			$20,000 1		$16,967 7
Aerospace & Aeronautical Engineering								
Agricultural Engineering								
Architectural Engineering								
Bioengineering & Biomedical Engineering								
Chemical Engineering	$33,500 1		$30,996 1				$33,100 2	$24,342 2
Civil Engineering								
Computer Engineering								

Curriculum - Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health-Related	Paralegal	Performing Arts (Entertainment)	Research-Nontechnical	Research-Technical	Teaching
Electrical Engineering	$31,500 1							
Industrial Engineering			$28,333 3					
Mechanical Engineering			$24,850 2					
Metallurgical Engineering								
Mining Engineering								
Nuclear Engineering			$31,320 1					
Petroleum Engineering								
Textile Engineering								
Engineering Technology								
Industrial Technology								
Agribusiness								
Animal Sciences				$15,000 1				
Plant Sciences		$15,780 1						
Natural Resources								$20,400 1
Other Agricultural Sciences			$12,272 1					
Computer Science						$19,493 1		$17,700 3
Computer Programming								
Information Sciences & Systems								
Systems Analysis								
Allied Health			$24,882 76 $30,000 $19,500					$19,040 1

Curriculum - Continued	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Health Sciences		$40,000 1	$18,754 23 $23,950 $16,000					$19,215 1
Nursing		$24,810 218 $30,000 $19,200	$23,958 4					
Pharmacy			$35,252 107 $41,000 $27,664				$32,076 1	
Actuarial								
Architectural & Environmental Design								
Biological			$19,345 11			$20,350 2	$18,434 19	$16,964 4
Chemistry			$16,000 2			$25,893 9	$20,950 14	$20,951 3
Geological							$15,447 2	
Mathematics (incl. Statistics)	$25,642 29 $31,500 $18,710							$18,593 21 $19,800 $17,200
Physics	-						$24,250 4	$20,500 1
Other Physical & Earth Sciences								$18,481 4

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,298	11	$24,323	3	$19,163 $26,496 $13,000	28	$19,817 $23,000 $13,920	25	$14,964 10	$21,679 19	$23,483 4	$18,907 581 $23,772 $13,800
Technical Curricula	$26,085 $31,500 $18,726	31	$24,838 $30,552 $19,000	220	$28,763 $41,000 $18,000	231	$15,000 1			$24,436 12	$20,708 $30,000 $14,100	42 $18,927 41 $24,000 $15,500

Master's Degree Candidates

(Data Combined for Men and Women)
(Inexperienced)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Business							
Accounting	348	$28,874	$27,468	5.1%	$33,000	$29,000	$24,960
MBA-Nontechnical undergraduate							
1 year or less	645	33,903	33,468	1.3	42,000	33,000	25,000
1 to 2 years	438	42,419	40,632	4.4	55,000	42,100	28,000
2 to 4 years	499	43,883	41,952	4.6	55,000	45,000	31,200
Over 4 years	401	44,549	43,128	3.3	56,000	45,000	30,996
MBA-Technical undergraduate degree							
1 year or less	180	38,847	38,388	1.2	50,000	37,410	29,900
1 to 2 years	129	44,590	43,152	3.3	60,000	44,400	32,000
2 to 4 years	240	47,967	44,028	8.9	62,000	48,000	35,000
Over 4 years	176	49,024	45,456	7.8	65,000	49,000	35,000
MS-Business	48	32,979	31,596	4.4	41,000	31,688	25,000
Distribution Management	1	30,900	N/A	N/A	*	*	*
Economics & Finance	165	34,661	N/A	N/A	44,400	34,800	25,000
Labor Industrial Relations (incl. Human Resources)	31	31,883	33,312	-4.3	38,000	32,000	28,000
Management Information Systems	38	31,865	30,972	2.9	40,200	32,000	24,036
Marketing Marketing Management (incl. Marketing Research)	60	34,462	N/A	N/A	43,000	33,800	24,000
Communications							
Advertising	+	+	N/A	N/A			
Communication	3	26,000	N/A	N/A	*	*	*
Journalism	4	23,050	N/A	N/A	*	*	*
Education							
Education Administration	12	23,878	N/A	N/A	*	*	*
Elementary Education	17	21,694	N/A	N/A	*	*	*
Physical Education	1	12,000	N/A	N/A	*	*	*
Reading Education	1	16,380	N/A	N/A	*	*	*
Special Education	16	21,823	N/A	N/A	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	18,054	N/A	N/A	*	*	*
Letters (incl. Eng. Lit. etc)	5	25,200	N/A	N/A	*	*	*
Visual & Performing Arts	14	19,945	N/A	N/A	*	*	*
Humanities-Other	1	40,000	N/A	N/A	*	*	*
Criminal Justice	+	+	N/A	N/A			
History	4	19,482	N/A	N/A	*	*	*
Political Science-Government	5	28,541	N/A	N/A	*	*	*
Psychology	18	23,717	N/A	N/A	*	*	*
Sociology	5	24,272	N/A	N/A	*	*	*
Social Sciences	9	23,060	N/A	N/A	*	*	*
Engineering							
Aerospace & Aeronautical	70	34,115	34,452	-1.0	37,440	34,320	30,096
Agricultural	+	+	N/A	N/A			
Bioengineering & Biomedical	11	34,930	41,004	*	*	*	*
Chemical	145	36,131	34,296	5.3	38,400	36,360	33,600
Civil	154	30,723	30,396	1.1	35,000	30,500	26,000
Computer	79	37,183	N/A	N/A	44,000	36,600	31,000
Electrical	505	36,435	N/A	N/A	41,200	36,600	30,996
Industrial	74	34,576	33,756	2.4	38,000	34,800	30,000
Mechanical	388	35,260	34,116	3.4	38,200	35,000	31,980
Metallurgical	66	34,923	34,080	2.5	37,332	35,000	32,000
Mining & Mineral	12	31,612	N/A	N/A	*	*	*
Nuclear	9	34,024	32,856	*	*	*	*
Petroleum	23	38,475	N/A	N/A	42,960	37,500	34,500
Textile	+	+	N/A	N/A			

N/A No historic data available + No offers reported
* Not computed for fewer than 20 offers

Continued . . .

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	July 1989	July 1989	September 1988		90th	50th	10th
Health Sciences							
Allied Health	19	$ 28,016	N/A	N/A	*	*	*
Health Sciences	14	21,883	N/A	N/A	*	*	*
Nursing	7	25,806	N/A	N/A	*	*	*
Sciences							
Agricultural & Natural Resources	3	23,600	N/A	N/A	*	*	*
Architectural & Environment Design	2	23,500	N/A	N/A	*	*	*
Biological	5	25,063	$ 21,876	*	*	*	*
Chemistry	36	32,157	31,572	1.9 %	$ 35,700	$ 32,150	$ 28,200
Computer Science	198	35,823	34,560	3.7	40,020	36,600	29,400
Geological Sciences	58	30,473	29,808	2.2	36,500	30,956	23,400
Mathematics	25	31,498	29,640	6.3	36,000	31,500	26,166
Physics	10	29,889	34,728	*	*	*	*
Polymer	6	34,137	N/A	N/A	*	*	*
	5,425						

Doctoral Candidates

Business							
Business Administration & Management	3	$50,333	N/A	N/A	*	*	*
Computer & Information Sciences	16	50,049	$50,712	*	*	*	*
Education							
Education Administration	14	40,221	N/A	N/A	*	*	*
Humanities & Social Sciences							
Economics	+	+	N/A	N/A			
English	4	24,500	N/A	N/A	*	*	*
Foreign Languages	1	26,000	N/A	N/A	*	*	*
Psychology	10	33,615	N/A	N/A	*	*	*
Sociology	1	27,000	N/A	N/A	*	*	*
Engineering							
Aerospace	9	50,776	47,304	*	*	*	*
Chemical	157	47,853	45,888	4.3%	$51,000	$48,000	$45,000
Civil	7	37,214	38,160	*	*	*	*
Computer	5	53,380	N/A	N/A	*	*	*
Electrical	45	48,666	N/A	N/A	56,666	50,000	36,000
Mechanical	15	45,893	45,888	*	*	*	*
Metallurgical	17	49,214	45,780	*	*	*	*
Sciences							
Agricultural & Natural Resources	2	36,700	N/A	N/A	*	*	*
Biological	+	+	30,828				
Chemistry	157	43,215	41,292	4.7	46,992	43,800	40,560
Geology & Geological Sciences	9	34,108	N/A	N/A	*	*	*
Mathematics	4	37,500	40,668	*	*	*	*
Physics	18	42,632	42,480	*	*	*	*
Polymer	13	44,213	41,244	*	*	*	*
	507						

N/A No historic data available * Not computed for fewer than 20 offers

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Nazarene College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
NYU - Grad. School of Business
New School for Social Research - Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Institute

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland Baltimore County
University of Maryland College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers University - Camden Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Ursinus College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Business Administration
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota - Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg.
University of Alabama Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

American Grad School of International Management - Thunderbird
Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Univiersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College